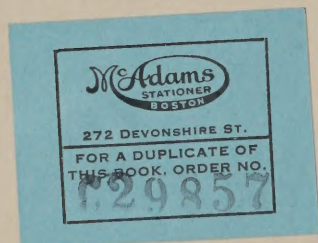


BIRD'S NEPONSET REVIEW

VOLUME XX - 1932



BIRD'S NEPONSET REVIEW

Vol. XX

January 1932

No. 1

ANNUAL MEETING OF MUTUAL BENEFIT ASSOCIATION

ON Tuesday evening, January 12th, the thirty-first annual meeting of the Bird & Son, inc. Mutual Benefit Association will be held in the Lunch Room, off the East Walpole Brigade Room.

The principal business of the evening will be the election of officers for the coming year. The following slate has been prepared by the Nominating Committee, and it is hoped that a large attendance will be present to vote in the new officers:

For President: James J. Geary, DMP; Howard S. Whitney, AK; Ralph M. Wight, PF; Herbert C. Jepson, FBE.

For Vice-President: Stuart A. Nickerson, FFR; Harold E. Fuller, CE; Richard J. Stoddard, FBV; Russell L. Tupper, FXI.

For Treasurer: John J. Linnehan, DMP5; Wesley A. Beaulieu, A; Henry M. Morgan, Jr., PBA.

For Secretary: Albert W. Smith, GM; Welthea M. Smith, R; J. Edward Daley, FFV.

Investigating Committee: Edward Geraghty, FBZ; Lyman W. Small, FFM; Helen E. Randall, GH; John Maitland, EM; Frank Whitehead, EME; John J. White, FXI; Ruth E. Arel, GH; Ralph Hildreth, FFP; Nelson Bartlett, FBM; John S. Robertson, T; Frank H. Vietze, AF; Vote for five—one from FF, FB and at least one woman.

Nominating Committee: Herman T. Barker, PML; Frank S. Clem, FFJ; Howard F. Everett, FBP; Frank P. Reynolds, HF; Wesley C. Ahlgren, A; Joseph A. Sheehan, EB. Vote for three.

The Nominating Committee which functioned this year was as follows: William F. Murphy, Bernard H. Bailey, Herbert A. Schaier.

AN INVITATION

WHEN the Employees' Mutual Benefit Association meets on January 12th for its annual meeting and election of officers, it is hoped that there will be a larger attendance of members than ever before.

Some years in the past it has been difficult to obtain a quorum, and such a thing should not happen in an organization of this size. We know that every one is behind the Association and believes in it. But once a year, at election time, we need more than moral support.

Reserve the date now—January 12th at 8 p. m. in the East Walpole Brigade Room—Read over the slate of officers which appears in this *Review*, and come to the meeting prepared to vote and learn first hand about the good work your organization is doing.

This annual meeting is an excellent time to bring up suggestions for making the Benefit Association still more helpful. If you have any new ideas along these lines bring them to the meeting where they can be discussed and perhaps adopted for the good of us all.

Every member has full power to vote and take part in the discussions. We earnestly request your presence at this meeting.

A. W. Smith,
Secretary.

SAFETY NEWS IS GOOD

NEWS THIS MONTH

NOT an employee out of work because of a lost-time accident since November 13th! What a wonderful Christmas present we gave ourselves this year!

We knock on wood as we write this, for fear that over-confidence will make somebody careless, but at the same time we can not feel anything but pride in the record we have made during the latter part of November and the entire month of December. December is the first no-accident month we have had since October, 1930.

1931 is past. Taken as a whole it was a year of too many accidents. But let us hope that the tide has turned at last, that all of us have seen the necessity for greater carefulness all the time, and that our splendid record for December is going to continue right through the whole year of 1932.

Last month we made a New Year's Resolution: Fewer accidents in 1932 than ever before! And here are seven simple rules to help us keep that resolution.

1. Do not open switches or valves until you know that the line is clear all the way beyond.
2. Wear sensible clothing at all times—no flowing ties or coat tails, or ragged sleeves which might get caught in machinery.
3. Adjust all guards on your machine before you start it.
4. Wear safety goggles or other safety equipment, when your job calls for it.
5. Keep your mind on your work—don't day dream.
6. Keep physically fit so that you will be mentally alert.

7. BE CAREFUL every SECOND of every HOUR of every DAY. It takes only an instant for some of the worst accidents to happen.

Let's tackle the job a day at a time during January. Take each day as it comes, see it through without a lost-time accident, and at the end of the month we will have made another wonderful record, like December's.

SOCCER NOTES

CONGRATULATIONS to our Soccer team! It has become one of eleven teams in the country left to compete for National and perhaps Olympic honors in the American Amateur National Championship series. The next round has not yet been drawn up, but our nearest opponent is a New Bedford or Fall River Team, and the winner of the New England Division will then perhaps meet some New York or Philadelphia outfit.

Bird & Son played off its tie with the Riverides S. C. of Lynn on Sunday, November 29th, at East Walpole. That day we won by two clear goals.

The third round sent Bird & Son back to Lynn to meet the crack, newly-constructed General Electric team on Sunday, December 13. This game ended in a 1-1 deadlock when referee Haslam called the game on account of poor ground conditions, which nullified the effort and sent Bird and Son once more to Lynn on December 20th. This time they played the "sparks" to a standstill and won, 4 to 0.

State Cup

This competition which decides State honors admits of professionalism. We received a bye in the first round, as in the National Cup, and met Beacon A. C. at Everett on December 6th in the second round. A 2-1 victory put Bird & Son against Clan McGregor in the third round at East Walpole on Sunday, Jan. 3rd. Bird & Son lost this game 3 to 1, and this means their elimination from the State Cup tournament.

BIRD CLUB ENTERTAINMENTS

BIRD Hall is to be turned into a "den of iniquity" on the night of January 7th, when the Laboratory Committee of the Bird Club will stage a Monte Carlo Night.

We understand that each member is to be presented with \$100,000 as he enters the hall, and with that sum he can take his chances at Roulette, Poker, Wheels of Chance, Dice, Bridge, or any other gambling game that takes his fancy. E. C. Davis is Chairman of the Committee, and serving with him are F. P. Reynolds, W. S. Kumbad, A. R. Cripps and A. F. Gilmore.

February 12th the Bird Club will put on one of its big nights. This time it will be held in the gymnasium of the Norwood Junior High.

Reserve this date and watch for further details about the entertainment.

Friday night, December 4th, a very successful Military Ball and Entertainment was held at the Norwood Armory in conjunction with Company G, 101st Regiment of Infantry, Massachusetts National Guard.

The large hall was filled almost to capacity and the guests enjoyed a fine entertainment, including a Band Concert by the Norwood American Legion Band, and six or eight varied acts of vaudeville. Jimmy Gallagher and his orchestra furnished music for dancing which lasted until 1. Arrangements for the party were made by the Flooring Plant Committee with Leo Bernier, Chairman.

SUGGESTIONS

AT the meeting held on December 2, the following were classified as showing savings in manufacturing cost, and given an award of \$10 each:

Signal Light on Paper Stock Nozzle at Formula Mixing Box
C. E. Anthony, DPP
Art-Bric Slitter Knives John Conroy, FBM
Improvement to Tying Machine Walter Cyr, FBF
Movable Slide on No. 3 Elevator John Howard, FBX
Shower Pipe on Felt Roll W. C. Sword, DMP

The following were classified as of intangible value, and given an award of \$5 each:

Shortening of Pipe on Tying Machine John Buonpane, FBF
Irons to Hold FXRM9 Jacket on Stripping Stand L. A. Fullerton, FXR

Move Steps Front of DMPM4 Driers
Vincent Grudinsky, DMP
Separate Switch for Lights over Baler in DM20

Chain Pull on Blank Press John Julianette, FXB
Stamps on Shingle Wraps A. E. Maier, DFP
Opening in End of Condenser Tank Enos F. Masciarelli, FBY
Skids for Car Liner for FFS Tony Menartowicz, FXV1
Adjusting Valve for DMPM5 Soda Ash Line

P. H. Mudgett, PMJ
Set Screws in Skids on FXRM35 Robert Patterson, FXR
Adjustment Screws on Spreader Bars John Ready, DMP
Drop Sides on Conveyors at FXFM46-50

Anthony Sansone, FXF
Stencil Machine for FXW Melvin White, FXW

N. E. LADIES' DUCK PIN LEAGUE

STANDING DECEMBER 31, 1931

	Won	Lost	Total Pin Fall
Mansfield.....	28	8	11489
North Attleboro.....	18	10	9302
Attleboro.....	17	15	10486
Bird and Son.....	11	25	11503
Franklin.....	10	26	11197

The Better Business Bureau Investigator

VOLUME II

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FEDERAL AUTHORITIES ACT AGAINST "LUCKY STONE" ADVERTISING

**Promoters of Schemes Agree To Discontinue Various Practices
Operating Under Six Assumed Names**

N. A. Sommers and Louis Boyar, operating in Chicago under six assumed names, signed a stipulation with the Federal Trade Commission agreeing to stop advertising that they will personally advise purchasers of their products on matters pertaining to business, love, health, games of chance, and other matters, unless in fact such personal advice or consideration is actually extended.

The respondents advertise and sell articles described as lucky stones, love powders, lodestones, perfumes, "King Solomon Wisdom Stories," oriental attraction powder, incense, and other stones, powders, oils, and perfumes under alluring and mystifying names. These materials are said to bring luck, love, "pep," wealth, and happiness, and to drive away evils, make white hair black, kinky hair straight, and straight hair wavy. They are said to whiten black skin. Free advice is offered to purchasers.

Among other representations to be discontinued is one to the effect that the respondents can solve any problems, especially those relating to business, health, finances, happiness, and success in life. According to the stipulation agreement, they will stop advertising that possession or use of any of the articles sold by them will cause persons to attain success, fame, wealth, or will create or dispel any so-called charm or evil, or will influence the emotions. The company will

cease stating that lodestones have any effect in bringing luck or controlling another person.

No longer will it be asserted that powders, perfumes, or aromas will induce one person to love another, or that any preparation sold by respondent for treatment of the hair is a new gland discovery or will feed the hair roots or produce abundant hair. It will not be advertised that "love drops" or perfumes are imported from Hindustan, Egypt, or other countries, or are manufactured or compounded from ingredients of oriental origin, unless such is the truth.

Medicinal preparations called "pep-ups" and "pep tablets" will no longer be exploited as restoring "pep," "vim," or "vitality."

Trade names under which Sommers and Boyar operated were Marshall-Richards Co., A. T. Stuart Co., C. J. Foster Co., R. E. Woods Co., L. M. Clark Co., and R. D. Warner Co.

"OLD SAWS"

▼
"Tips in the press show the end of a boom."

▼
"A profit encashed is worth two on paper."

▼
"An investor lives beyond his means if he spends all his income."

The Better Business Bureau Investigator

DISTRIBUTED MONTHLY BY THE

Boston Better Business Bureau,
80 Summer St., Boston, Mass.

Each issue describes typical fraud schemes, gives educational information, timely warnings against new frauds, and brief outlines of "get-rich-quick" schemes.

EDITORIAL

SUPERSTITION

An army of astrologers, fortune-tellers, and vendors of "lucky" merchandise are flooding the mails with offers of their allegedly supernatural services. At no time since aggressive action by the Post Office Department curtailed the activities of soothsayers in 1924-5 has the country been under such enormous pressure to "go psychic."

One fortune-teller predicts the future for 15 cents and sends a photo of future husband or wife for 10 cents extra; another offered to predict value of stocks on the New York Stock Exchange and the winner of the Harvard-Yale football game; still another offered advice on finances — yet went bankrupt herself.

Some soothsayers offer "readings" at low prices to obtain lists of "suckers" to buy stones, rings, talismans, magic powders, books, etc. Although the original sums asked are small they are often merely preludes for a sucker list. Even more serious may be the damage to those who heed the advice they purchase. Many of these tricksters co-operate with unscrupulous stock promoters and urge their customers to buy securities sold by crooks.

Dr. G. G. Abbott, a leading astrophysicist, secretary of the Smithsonian Institution, Washington, stated that the institution "has no evidence which it considers to prove that the fortunes of individuals can be told by fortune-tellers, spirit mediums, or astrologers. The institution believes that the fortunes of individuals primarily depend upon their own exertion, and secondly on the influence of future environment, and are in general not predictable."

I WANT TO KNOW—



What is a diamond?—A. C. R.
Carbon in its crystalline state.

Do you have any information regarding this offer of a new stock for my holdings? —W. O. E.

Many questionable stock-selling operators, unable to dispose of worthless stock in new promotions, have turned their attention to switching schemes. It would be well to find out the *real market value* of the stock offered in exchange for your present holdings.

What is a synthetic stone?—G. E. L.

An artificially manufactured stone of the same chemical constituents as the genuine.

The salesman claims this is a ground-floor proposition.—F. L. O.

Look out for the trap door in the ground-floor proposition of the high-pressure stock salesman. The "ground floor" talk is a favorite line in unloading doubtful shares.

What is a "cultured" pearl?—C. B. J.

A pearl produced by inserting a grain of sand or other foreign speck inside the shell of a live oyster. Natural growth of a protective substance on the grain of sand, which protects the oyster against irritation, forms the "cultured" pearl.



GETTING AHEAD FINANCIALLY

(The following is one of a series of ten articles.)

IV. HOW TO SAVE

Savings banks, and the thrift departments of commercial banks and trust companies and other banks, are too well known to require description here. Insurance companies have devised a variety of policies which mature within the lifetime of the insured. The security of all of these enterprises is well safeguarded today by stringent state regulation and inspection.

Remember, it is an indisputable time-proved fact that for most of us the road to financial independence is open in the four investment commandments: make regular additions to savings accounts; buy life insurance; own a home; invest in sound securities.

Life insurance is one of the best investments. It affords the surest and safest protection yet devised for the public good. In the sound economic plan of any individual, life insurance fills a place no other investment satisfies. Savings accounts supply immediate incentive to work and save, and build the capital necessary to purchase life insurance, homes, and sound investment securities. Home ownership brings family comfort and protection, and is an incentive to get ahead. Then come sound investment securities.

"DEAR SON"

Buy Used Cars from Responsible Dealers

Dear Son: JANUARY 1, 1932

There are many good buys in used cars, but you must depend a great deal upon the reliability of the concern with which you deal. I have learned from experience, and urge you to bear these things in mind:

Shop first. Don't make a deposit till you've fully decided to buy. Demand all promises in writing. Read your contract first — look for the statement "no guarantee as to model or condition," or "as is." Speedometer readings may mean nothing. Tires may be re-treaded to look like new. A wrecked car may be disguised by minor repairs. Don't buy a car with the serial number defaced or removed. Check the serial number with the Blue Book to determine the year model.

If you do these things, and try out the car yourself, you will be pretty safe. Trade with a reliable dealer!

Love to Mary and the kids.

DAD.

TELEVISION PROMOTIONS

Regular readers of the INVESTIGATOR will recall the prediction in the April issue that numerous new opportunities for investment would undoubtedly be offered the public in television promotions.

This prediction has proven to be an accurate one. The public is being solicited to put its money into an increasing number of new television projects.

It is perhaps timely, therefore, to repeat that while it is certain some investments, in selected projects in this field, honestly and capably managed, although speculative, will prove profitable to those who can afford to take the speculative risk, others will not. It is important to recognize the speculative nature of this new field, then, if you can afford to speculate, to make sure that your money goes into promoting the project, instead of into the pockets of tricky promoters.

The questionable promoter is notorious for his ability to adapt his operations to the exploiting of every new public interest or fancy.

RABBITS PLUS PROMISES—?

A number of rabbit-breeding promotions have been started in various sections of the country. These ventures are based on the natural tendency of this animal to breed rapidly and produce offspring, which can, according to the promoter, be sold for the value of their pelts or for food purposes.

There are, of course, honestly conceived promotions in this field. Others are designed only to profit the promoters. Agents for the latter appeal for subscriptions with biological statistics, which on paper appear mathematically sound, but which neglect to include the natural hazards incident to such enterprises. Before You Invest — Investigate.

SEVEN-FIFTY FOR FOUR DOLLARS?

Henry Smith had just finished a long-distance telephone conversation with the "editor" of "Financial-Stock Advice." This was the second time that "Editor Browne" had called him from the east, urging that he purchase shares in a new gold stock concerning which the publication had some inside information.

Henry repeated to his wife the rosy story the caller had outlined to him, and added:

"Do you know, Mary, I think I'll send in an order for some of those shares. The people who run this paper certainly have the interests of their subscribers at heart, to go to all this trouble to get them into a good thing."

But Mary was not so sure. She talked Henry into agreeing to see their friend Jones, vice-president of the bank downtown, before sending in his order. Henry dropped in on Banker Jones the next morning and explained what he had in mind. When he had finished, Jones asked him a question, which for the moment didn't seem to make much sense.

Jones asked, "How much do you figure these people have spent in giving you this 'service' you are so impressed with?"

Henry thought awhile. "Let's see — the postage for the regular issues for the six months I have been getting the paper would be about thirty cents, then they have sent me two special delivery letters, postage twenty cents — oh, yes — and three airmail letters, that's fifteen cents

more. I've received two long telegrams that I would say cost at least a dollar apiece. Then they have telephoned me twice from the east. That surely cost them five dollars more—"

Henry was beginning to wonder now. "That's over seven-fifty and no allowances for cost of paper or printing or editing. The subscription I sent them for a whole year was only four dollars. I don't see—"

Banker Jones interrupted, "Of course you don't see how they can give eight or ten dollars' worth of service for four dollars. But this will enlighten you. You came near to being victimized by one of the cleverest devices now used to separate the unwary from their savings — the tipster sheet.

"The tipster sheet is a publication which purposely appears in the guise of an impartial financial publication supplying news, disinterested information, and advice regarding financial matters, and claiming to have nothing to sell but such services. Actually it is secretly interested in fostering the sale of a particular stock in which it has a hidden interest. Sometimes the promoters back of these sheets unload for dollars shares in obscure companies which they have secured for pennies."

Henry was indeed grateful, first for the caution of his wife, which resulted in his visit to Banker Jones, and then for the illuminating manner in which Jones had explained the mathematical puzzle of seven dollars and fifty cents' worth of service for four dollars.

Notes From Plants and Offices

MAIN OFFICE AND SALES

First signs of Spring: On the morning of December 19th Jack Hale asked Miss Gardner if she had her garden planted yet.

We extend our sympathy to Maurice and Edgar Tarr, whose father died on Monday, December 21st, at the age of eighty.

Raymond Kunkel, roofing salesman in Central Pennsylvania, promised to "love, honor and obey" Anna Pearl Byers of Johnstown, Pennsylvania on the 25th of November.

H. E. Fuller and his family spent the Christmas and New Year's Holidays in the sunny South.

On December 15th the Stenographic Department held their annual Christmas Party at the Lido Palace in Boston. Joke presents were exchanged amid much hilarity especially when Catherine Dowdie mistook a box of artificial snow for a box of clothes pins, much to her chagrin. Ask Catherine for details. A very good time was enjoyed by all.

Three new girls were hired in the Mail Room, Margaret Corcoran, Doris Pease, and Gertrude Brady.

Betty Benson, formerly of the Mail Room, was transferred to Box Sales.

Did you see Peg Owens' decoration for bravery? It's a beautiful black eye, but we don't know how she got it.

Ruth Arel is wearing a beautiful new diamond on the tell-tale finger, which means the announcement of her engagement to Arthur Eppich, electrician. Congratulations!

Congratulations to Antonia Dornig who is sporting a diamond, announcing her engagement to Gunnar Carlson of Norwood.

Miss Myrtle Rideout and M. Edgar Tarr were married at East Walpole on New Year's Day. Congratulations to them both and best wishes.

PAPER MILLS

East Walpole, Mass., Mill

Congratulations to Sam Dunn who passed successfully an examination for a first class fireman's license at the State House last month.

And also congratulations to Mike Kelly who has now received his final examination papers.

We are sorry to report the death of Frank Dockray's father who died on December 26th.

Irish Oakes moved to his new home on Cedar Street, Norwood this past month.

Tony Feeney spent the Christmas weekend at Medfield, Mass. It won't be long they tell us until Tony will spend every week end there.

It is reported that Jack Muse played the part of Santa Claus to perfection the night before Christmas. Not even Jack's wife knew him.

Phillipsdale, R. I., Mill

For some reason or other Red Harrington's car was disinfected recently, but both the car and Red are doing fine now, however.

Fergus Christie claims that this Christmas cost him plenty. We haven't yet found out why but, of course, we realize that certain Christmas presents cost more than others.

We hear that Jim Boisvert's son, Dono, who used to work with us, has been quite sick. We hope that he has recovered by this time.

Our new 20" pump on circulating water has been installed and by now is probably working fine. It is about the largest one of its kind in this part of the woods.

We were sorry to hear of the death of Bill Kaspre on December 8th. Bill had been working with us for over seven years and he will be missed by the boys in the cutter room.

On one of the slippery mornings we had the first of this month Manuel White tried to turn a corner too quick and found himself riding along Broadway with a side of his Chevy

next to the ground. Fortunately no serious damage was done.

Rex Salisbury was sporting a bandaged eye after Christmas. Of course, we are awfully sorry and all that but just why should a man get a bad eye right after Christmas?

BOX FACTORIES

No. 1 Box Shop

John Goonan spent New Year's Holidays with friends in New York.

Arthur Connelly visited his old friend "Uncle Eph" in Raymonds and received a new shirt for Christmas.

One of our former workers in the finishing department, Martin Keady, has written from County Galway, Ireland, extending best wishes to all the old crowd.

If it were not for the fact that we promised Red Curran not to say anything, we would be announcing his engagement in this issue.

Earle Boyden was married on December fifth. Mr. and Mrs. are making their home in Norwood.

Lena Paduck is reported as wearing a new diamond ring.

Joseph Keefe was the proud recipient of a wad of cash recently. Rumor says it was over 150 iron men. Incidentally, you should see Joe's collection of postcards from Sunny France.

Harry Tower spent Christmas day fishing at Carver and caught five nice pickerel.

Santa Claus brought Joe Keefe a nice new dinner box, but Joe was sore because it didn't have a lock on it.

Bob Morse was the recipient of a new watch for Christmas, which meant discarding his nine-year-old Ingersoll.

We extend our heart-felt sympathy to Wilmer Wiggin whose stepmother passed away recently.

Billie Head has the laugh on the other fellows in this cold weather; the Franklin seems to thrive on it.

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

As predicted in a previous issue, Harold Dunakin is now a married man and, we hope, can be found at home any night in his new home in Sharon.

Tom Smith and Ben Hathaway took their service vacations during Christmas week. Maybe Santa Claus needed their help.

Francesco Antonio has left to go back to the old country. John Matera is now winder man, taking Francesco's place.

We are sorry to announce the death of Elmer Jordan's wife, December 24th. Our sympathies to you, Elmer.

We extend our sympathy to John Caulfield and J. Henry Smith in their recent bereavement. Mrs. Caulfield passed away on December 9th. Mr. and Mrs. Smith lost their only son, John Henry, age 14, when he was accidentally hit by an automobile while riding his bicycle, on December 12th.

The new variegated-overlay section of No. 1 machine is being installed.

Chicago Mill and Office

The salesmen's Meet-Up for this year is over. It was divided into three sections this year, the first section being held in Chicago, the second in St. Louis and the third in Shreveport, La. Messrs. Hird, Wilson, Perizo and DeBerg attended.

On Christmas Eve Mrs. Lampton and Mrs. Kennedy served one of their delicious Christmas lunches. The tables were decorated in red and white with sprays of holly and the place cards were boxes of candy, the Christmas gift of Mr. Hird to the girls. We were glad to have as our guests Nete Amerman and Ann Pollock. After the luncheon the girls had a grab bag which was much enjoyed.

Messages of Christmas cheer were many but none more kindly and thoughtful than Mr. Allen's message to all employees of Bird & Son.

It is interesting to know the Tennis Match to be played for

charity at Chicago Stadium on December 29th between Mr. Vines, Shields, Lott and VanRyn will be played on a Bird Built-Up court.

We are glad to welcome Agnes M. Kier who is now employed in the Accounting Department.

E. J. Roberts won the gold watch this year awarded for the highest standing in sales. He was the only man whose average was over 100%, and is certainly to be congratulated.

FLOORING NOTES

Norwood, Mass., Plant

Congratulations to Carroll S. Gammell who is the proud father of a daughter born on Thanksgiving Day, November 26th.

Swen Berglund just learned that a Chevrolet will cut off telephone poles and jump stone walls, but it can not smile at a cop and put him in a good humor after the damage is done.

Congratulations to Wilma Reardon and Jack Bradley whose engagement has just been announced. Wilma wears a diamond which is the envy of all the women in the office at East Walpole.

Chicago Office

Whew! All the birthdays in December! First of all, Mary Mac's on December 18th. She treated with a box of candy. Then Witty's on the 21st, who treated with a cake, and then Gladys' birthday on the 22nd. She also treated with cake.

Alice Wood recently underwent an operation on her nose. She didn't even mention it, so we think she is pretty brave.

J. W. Kendall began the Christmas festivities in the office by sending in a box of delicious assorted southern candies from 'way down in San Antone. Thank you very much, Jim.

Our Christmas party this year featured a very interesting ping pong tournament, with Bert Hindmarsh and Art Ternus respectively winning first and second prizes. The matches proved to be well balanced, but we must congratulate Sadie on her tactfulness in letting Mr. Tyson, her opponent, win.

Tony seems to get a little confused as to whose turn it is to serve, but other than getting there just in time to be too late to hit the ball and having too small a paddle, he gets along famously.

Between "rounds," the "ringsiders" enjoyed the cigarettes and candy contributed by Messrs. Westcott and W. K. Smith toward the success of the event.

Confidentially, Mr. Westcott officiated as a linesman at the All-Star Amateur Tennis Matches held at the Chicago Stadium on December 29th for the benefit of the Joint Emergency Relief Fund of Cook County. The tennis court was laid with Bird Roofing material.

MENS' BOWLING LEAGUE

STANDING DECEMBER 28

	Won	Lost	PerCent
AMERICAN LEAGUE			
Box Shop Shipping.....	31	5	.860
No. 2 Box Shop.....	22	18	.550
Paper Machines.....	16	16	.500
Roofing Machine Shop.....	16	16	.500
Engineering.....	14	22	.388
Flooring Machines.....	8	28	.222
NATIONAL LEAGUE			
Roofing Machines.....	36	4	.900
No. 1 Box Shop.....	24	12	.667
Accounting.....	18	14	.562
Roofing Shipping.....	11	17	.393
Rug Finishing.....	10	22	.312
Messengers.....	2	34	.058

CRIBBAGE PARTY

THE Athletic Committee of the Bird Club is planning a cribbage party to be held in the East Walpole Brigade Room sometime during January.

Proceeds will be divided evenly between the unemployment committees of Walpole and Norwood. Tickets will soon be on sale by members of the committee.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during January:

			Years
Henri Davenport	1- 1-1898	Main Office	34
Carl V. Smith	1- 1-1901	Paper Mill	31
F. W. Welch	1-16-1901	Box Shop	31
Joe Knaus	1-24-1902	Paper Mill	30
May Gardner	1-26-1902	Main Office	30
Robert Morse	1- 7-1907	Box Shop	25
Daniel Reardon	1- 7-1907	Paper Mill	25
Dennis Lowney	1- 9-1907	Paper Mill	25
Michael Smith	1- 9-1907	Maintenance	25
B. D. Rogers	1-21-1907	Labor Bureau	25
Panfilo Lacivito	1-12-1912	Roofing Plant	20
Pasquale Ruscitti	1-15-1917	Power and Steam	15
Edith M. O'Neil	1-16-1917	Main Office	15
H. G. Johnson	1- 1-1922	Main Office	10
John Timmins	1- 1-1922	Maintenance	10
Dorothy Lynch	1- 4-1922	Main Office	10
Arthur Eppich	1- 4-1922	Maintenance	10
Henry Morgan	1- 9-1922	Roofing Plant	10
Michael Verderber	1-10-1922	Box Shop	10
Jos. Koweloski	1-13-1922	Roofing Plant	10
Anthony Samson	1-14-1922	Box Shop	10
Stuart Nickerson	1-16-1922	Flooring Plant	10
Bartley Foley	1-18-1922	Maintenance	10
Martin Costello	1-19-1922	Maintenance	10
John Maitland	1-20-1922	Maintenance	10
Robert H. Ross	1-23-1922	Flooring Plant	10
John H. White	1-23-1922	Roofing Plant	10
Leroy Gardner	1-24-1922	Maintenance	10
James Mack	1- 3-1927	Main Office	5
Raymond Young	1-10-1927	Main Office	5
Clarence Phillips	1-21-1927	Flooring Plant	5
Stanley Blackmer	1-31-1927	Flooring Sales	5
Lester Evans	1-31-1927	Flooring Plant	5

PHILLIPSDALE

Rexford Salisbury	1- 6-1909		23
John Nolan	1-15-1917		15
Patrick Broderick	1- 3-1927		5

CHICAGO

Ralph W. Westcott	1- 1-1922	Flooring Sales, Western Mgr.	10
Charles P. Conger	1-11-1922	Salesman, Roofing Div.	10
Joseph R. Catellier	1-31-1922	Roofing Plant	10
Robert M. Dewar	1- 1-1927	Salesman, Roofing Div.	5

ACKNOWLEDGEMENTS

We wish to thank our friends at Bird & Son, inc. for their kind expressions of sympathy during our recent bereavement.

Howard S. Whitney and family.

We wish to acknowledge your kind expressions of sympathy, which are greatly appreciated.

John Caulfield and family.

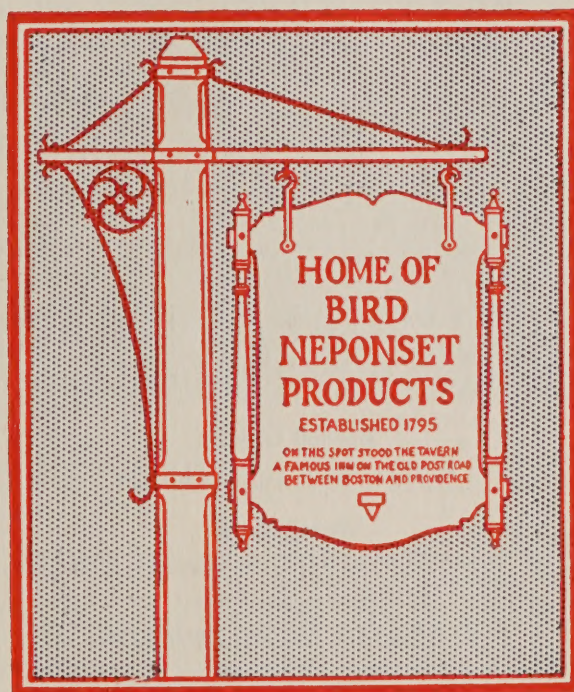
We wish to acknowledge and thank our friends for their kind expression of sympathy.

Mr. and Mrs. Henry Smith

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.

1732



1932

Washington Anniversary Number

VOL. XX NO. 2

FEBRUARY 1932



Established 1795

BIRD & SON

(incorporated)



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plant

Norwood, Mass.
Chicago, Ill.

Officers

President, PHILIP R. ALLEN

Vice-President, GEORGE R. WYMAN

Vice-President, ELMER H. BARTLETT

Sec. and Treas., AXEL H. ANDERSON

Directors

PHILIP R. ALLEN

AXEL H. ANDERSON

ELMER H. BARTLETT

CHARLES S. BIRD, JR.

GEORGE D. DUTTON

GEORGE C. LEE

JOHN R. MACOMBER

HOWLAND TWOMBLY

GEORGE R. WYMAN

SALES

Paper Sales Division

Vice-Pres. and Mgr.

E. H. BARTLETT

Roofing Sales Division

Manager, P. H. BAILEY

Eastern Mgr., W. E. HALE

Southern Mgr., A. D. KILHAM

Box Sales Division

Manager, C. H. ANDREWS

Carton Sales Division

Manager, A. M. Claffee

EXECUTIVE

Asst. to Pres., R. C. FLOYD

Treasurer and Comptroller,

A. H. ANDERSON

Asst. Treas. and Credits, D. E. MERRILL

Asst. Treas., H. E. DAVENPORT

Auditor, W. C. AHLGREN

Purchasing and Traffic, A. H. RUSSELL

Assistant, M. J. HAWKINS

Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN

Assistant, E. M. LINES

Chief Paper Div., E. L. CONNOLLY

Chief Flooring Div., J. E. GRAHAM

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Vice-Pres. and Mfg. Mgr., G. R. WYMAN

Staff Engineer, B. H. ROBERTS

Manufacturing Staff, P. N. HILLS

Gen. Supt., E. Walpole, C. W. CONRAD

Supt. Paper Div., R. A. WILKINS

Supt. No. 1 Box Factory, R. L. TUPPER

Supt. No. 2 Box Factory, W. S. JACKSON

Supt. Felt Div., T. G. HENDERSON

Supt. Flooring Div., R. M. WIGHT

Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN

WESTERN ROOFING DIVISION

Manager, F. H. HIRD

Sales Manager, W. W. WILSON

Superintendent, J. G. YOUNG

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, BROCKTON, MASS., SOUTH KEARNY, N. J.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P. R. ALLEN

Vice-President and Sales Manager, H. E. SAWYER, JR.

Secretary and Treasurer, A. H. ANDERSON

Eastern Manager, W. B. ROGERS, JR.

Western Manager, R. W. WESTCOTT

Branch Offices

Boston, New York, Chicago

Warehouses

ALBANY, BALTIMORE, BROOKLYN, CAMDEN, CHICAGO, CINCINNATI, CLEVELAND, DALLAS, DAVENPORT, DETROIT,
EAST WALPOLE, HARTFORD, INDIANAPOLIS, KANSAS CITY, LOS ANGELES, MILWAUKEE, NEWARK,
NEW ORLEANS, PEORIA, PITTSBURGH, RICHMOND, SAN FRANCISCO,
ST. LOUIS, ST. PAUL, SEATTLE

BIRD'S NEPONSET REVIEW

Vol. XX

February 1932

No. 2

GRAND PRIZE SUGGESTION AWARDS

Six Men Receive Checks from President Allen at Executive Committee Meeting

ELTON MOORE of the Rug Finishing Department was awarded the Grand Prize for the Best Suggestion of 1931 and at the Bird & Son Executive Committee meeting on Monday, Janu-

three other men attended the meeting in President Allen's office and received Special Awards of \$15.00 each for suggestions worthy of special notice. These men and their suggestions are:



Suggestion Prize Winners for 1931. President Allen is shown presenting Elton Moore, Flooring Plant, his check for \$100.00 for the best suggestion of the year. Back Row, G. R. Wyman, Executive Committee; B. D. Rogers, Chairman Suggestion Committee. Middle Row, E. H. Bartlett, Executive Committee; William Pratt, Flooring Plant; Lee Ward, No. 1 Box Shop; Charles Mutch, No. 1 Box Shop; Charles Rafuse, Store Room; Nelson Phillips, Flooring Plant.

ary 25th, was presented a check for \$100.00 by President Allen.

His suggestion gave a New Method of Treating Rubber Wax Rolls in the Finishing Department. In addition he was given a Special Award of \$50.00 for this same suggestion.

Second Prize of \$50.00 for the year went to Nelson Phillips of the Flooring Print Machines for his suggestion about the Adjustment Screws on No. 1 Machine Paint Boxes. He was awarded an additional Special Award of \$25.00.

Lee Ward of No. 1 Box Shop was awarded third prize of \$25.00 and a Special Award of \$25.00 for his suggestion about Extending the Frame on the Lift Jacks at No. 1 Box Shop.

In addition to these three big prize winners,

Charles Mutch, No. 1 Box Shop—New Shape Crescents at Corrugator Seat, FXCM2; William Pratt, Flooring Finishing—Narrower Kraft Paper for Starting 8/4 rolls; and Charles Rafuse, Store-room—Cut Down Size of Shingle Display Boards.

President Allen, in presenting the awards, made mention of the fact that all the men were new this year, never having been up before for Special Suggestion Awards. He congratulated them all for the fine ideas they had presented and said that he hoped their success would spur them on to just as successful efforts next year.

He stated that he believed one of the reasons why Bird & Son had been so fortunate in continuing operations so well during the present period was to be found in the fact that it was re-

A LETTER FROM THE EXECUTIVE OFFICE

To All Members of Bird & Son:

I again call to your attention, the *Suggestion Plan*. If there was ever a time when each one of us in our particular job should "keep his head up", and think, it is *now*. There is no other way in which you can be of any greater help, than by using this plan to help improve our business.

We will work out of the present situation only by improved products, better methods, lowering of costs, elimination of waste, and development of new products. Anyone who thinks and concentrates on his work along these lines, has a chance to make valuable suggestions.

While the minimum prize for an accepted suggestion is \$5.00, there is no limit to the maximum. Let us all renew our efforts in the matter of suggestions at the beginning of this year, and let's keep it up, day in and day out.

Philip A. Allen

January 28, 1932.

President.

ceiving constantly valuable suggestions from its workers, introducing new ideas and new products, and cutting expense to the minimum.

He concluded by saying he knew that these men before him had become men marked for advancement and greater opportunity in the future, by reason of the interest and the intelligence they had shown in their work.

CHICAGO SUGGESTION PRIZES

WORD has just reached us from the Chicago office that C. A. Monroe was awarded the Grand Prize of \$100.00 for having the largest number of suggestions accepted during the year.

John Clifford, Harry F. Goudie and Roswell D. Dodge all tied for second prize, and were awarded \$25.00 each.

Congratulations to these men on their fine record!

MONTHLY SUGGESTION AWARDS

AT the regular meeting of the Suggestion Committee on January 6th the following suggestions were accepted as showing savings in manu-

facturing cost and given an award of \$10.00 each:

Suction No. 2 Paper Machine	Michael McDonagh, DMPM2
Salvage Used Rags at FB	Arthur McKenna, FBSM
Narrower Kraft Paper for 8/4 Rolls	William Pratt, FFR
Spare Idler Roll	Michael Sawkiewicz, DFC

The following suggestions were classified as of intangible value and given an award of \$5.00 each:

Horn for Heater Signal	Charles Balutis, FBPM1
Remodel National Taping Machines	John P. Barrett, FXG
Clamp for Sheet	Carl Brennan, FFN
Terminal Box for Asphalt System Heater Connections	

Change Platform in FFD Hanger	Arthur Eppich, EME
Use of Bird Wood Frame Cases	Stuart Farris, FFR
Rubber Mat for Feed Board on Miebles	Edward Geraghty, EMW
Raise Motor in Asphalt Combiner Pit	John J. Goonan, FXC
New Method of Taping Small Panel Cases	

Location for Fastening Clamps	Edward Heaver, FXG
Hooks to Hold Cables Away from Sheet	James F. Hennessy, FFP

Rack on Scales	Ralph Hildreth, FFP
Box Under Lathes	Edward Knaus, DMPM4
Changing Lights over FBPM1 Saturating Pan	Martin Lambine, EMM

I-Beam over FBPM1 Finishing Rack Pull Rolls	W. H. Manson, FBM
Improved Jogging System on FXRM25 and 26	W. H. Manson, FBM

Conductor Pipe at DMH	Arsene Marchand, FXR
Cement Runways Outside EML Door	Michael Powers, EMY
	Emil Sigmund, EMT

Control Box on FXFM5 Claude Smith, FXF
Improvement to Can Sealing Machine John H. White, FBM
Safety Lock on Electric Truck Drive Wheel

John H. White, FBM

Three men received an additional award of \$10 for having had five suggestions accepted: John Ginley, FXR, Martin Lambine, EMM, and Arsene Marchand, FXR.

Elton Moore, FFR and Lee Ward, FXW were also awarded an additional \$5.00 each for suggestions accepted earlier in the year and which were originally classed as of intangible value and given a \$5.00 award, but which have since shown a definite saving in manufacturing cost. The additional \$5.00 was given in order that these men might receive the full \$10 due them for this type of suggestion.

SUGGESTION STATISTICS

	1930	1931
No. Suggestions Submitted	803	1688
No. Suggestions Accepted	183	300
% of Total	22.8	17.7



TENTH ANNIVERSARY OF GIRL SCOUTS

SUNDAY, January 17th, the East Walpole Troop of Girl Scouts observed their tenth anniversary with a special program in the Girls' Club Room in the No. 2 Box Shop Building.

Before a group which included the entire troop, the girls' mothers, the officers, the Community Committee and former troop members, thirteen scouts received special awards. Two girls, Louise Geary and Isabel MacLeod were made Golden Eaglets—the highest ranking in all scouting. Mary Murray received a gold star for perfect attendance in 1931, and six girls received silver stars for 90% attendance: Ethel Burhoe, Marjorie Cobb, Mary Geary, Constance Graves, Christine Grover and Pauline Rogers.

Merit Badges for special work were awarded to Louise Geary, Nancy Graves, Isabel MacLeod and Lucy Taylor.

Mrs. Graves, Chairman of the Community Committee presented the troop with a gold stripe for their troop flag—the ten year decoration—and also awarded Welthea Smith, Grace Crowhurst and Bertha Broadley with the ten-year gold service stripes.

Pauline Rogers, in behalf of the troop, presented Welthea Smith with a marcasite clip as a token of their appreciation of her work during the past ten years as leader of the troop. Miss Genieve Leonard, who with Miss Smith, helped

to organize the society ten years ago was present and spoke briefly of their early experiences. By means of a projectoscope, old snapshots of scouting activities were thrown on the screen and caused considerable amusement. At the close of the meeting tea and sandwiches were served. It was an inspiring meeting and one that will be long remembered by those who were present.

The East Walpole troop numbers about 35 at the present time, many of the girls belonging to Bird & Son families. We are proud of the work they are doing and want to take this opportunity of congratulating them on their tenth anniversary.



A novel idea in advertising. One of our dealers, the Safe Guard Roofing Company of Boston, has had this house on wheels built especially for delivery service. The roof is of Bird Thick Butt Shingles



BIRD & SON DONATES TO BIRD CLUB CHARITY FUND

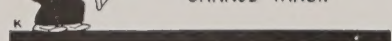
THE management has just announced that \$356.79 is to be given over to the Bird Club Emergency Fund for the use of the Welfare Committee.

This money represents the profit made during 1931 from selling milk to the employees. Because of the varying prices of milk during the year, milk was sometimes unavoidably sold to the employees at a slight profit, before an adjustment in prices could be made.

The management does not sell milk as a money-making proposition, so it was decided to give this money where it might do the most good.

DOES IT PAY TO WORK SAFELY?

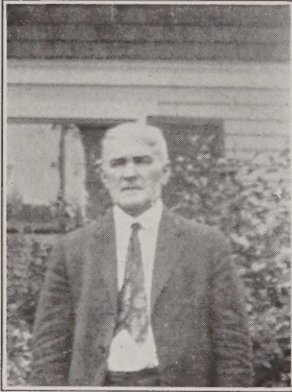
ASK THE CAREFUL WORKER WHO NEVER HAD A LOST-TIME INJURY. ASK HIS WIFE WHOSE HAPPINESS RESULTS FROM THE KNOWLEDGE THAT HER HUSBAND IS NO "CHANCE-TAKER"



ANNUAL MEETING OF BENEFIT ASSOCIATION

JAMES J. GEARY was elected President of the Employees' Mutual Benefit Association at the annual meeting held on Tuesday evening, January 12th in the East Walpole Brigade Room. He succeeds Halburton Dobbins who has held this office for the past two years.

Russell L. Tupper was elected Vice-President, and A. W. Smith and John J. Linnehan were re-elected Secretary and Treasurer, respectively.



James J. Geary, newly elected President of the Employees' Mutual Benefit Association

As seems to have been the custom for a number of years, the entire Investigating Committee was re-elected: Helen E. Randall, Frank Whitehead, Edward Geraghty, John Maitland, and Lyman Small. It speaks well for the work of this important committee and their trustworthiness, that they are chosen each year to continue the work.

The 1932 Nominating Committee was also elected and is as follows: Joseph A. Sheehan, Howard F. Everett and Herman T. Barker.

One hundred dollars was again voted to the Norwood Hospital to cover the 1932 corporate membership dues. This amount is contributed each year to help out the Hospital which during the course of a year provides services for many of our members or their families.

Reports were read from the various committees, and from the Phillipsdale and Chicago branches. The Secretary's report showed a slight increase in the amount of sick benefit paid and the number of cases of sickness for 1931 as compared with 1930.

The Chairman of the Investigating Committee reported 240 notices of sickness received, an increase of 39 over last year, and 172 cases were entitled to benefit. The death of seven members was also reported.

A vote of thanks was extended to Bird & Son, inc. for its contributions during the year, and a rising vote of thanks was extended to the retiring President, Mr. Dobbins, for his conscientious efforts during his two years in office.

CRIBBAGE PARTY

FIFTY-ONE was the lucky ticket number at the Cribbage Party for the benefit of the Walpole and Norwood Unemployment Funds held Saturday evening, January 23rd at the East Walpole Brigade Room.

Michael McDonagh of No. 2 Machine was the fortunate man to hold this ticket. Chief Thompson of the Walpole Police Department punched the number out of a punch board containing all numbers up to 2000. The first number was under 1000 but no ticket of that number had been sold. The second number was in the 1800's, and the third number was the lucky 51. The prize was a \$5.00 goldpiece.

In spite of the poor weather a fair crowd attended. Ten games were played and at the finish Jack Hale and Michael McDonagh were both tied, each having won nine games. In the play-off, McDonagh was the winner by four points and received the first prize award—a gold penknife, donated by Herman Nordstrom of No. 5 Machine.

The Bird Club Athletic Committee which ran the affair announces that the net proceeds from the ticket sale were \$160.00. This will be divided evenly between the Norwood and Walpole Unemployment Funds, and will make possible a good many hours of work for people who would otherwise be out of a job. The Committee is pleased with the response to their efforts and takes this opportunity to thank all those who contributed to its success by selling tickets and by buying them.



THE CHECK-UP

By C. O. Sappington, M. D., Dr. P. H. Director, Division of Industrial Health, National Safety Council, Chicago

DID you ever see a steamship undergoing inspection before undertaking an ocean trip? She is examined from stem to stern, because the lives of the passengers depend upon her seaworthiness.

Are you "seaworthy"? Can you endure the storms and stress of life?

The periodic health examination is the best modern means of determining the capacity of the body to endure the buffeting which is necessarily a part of our modern life.

Some authorities believe that the health examination is the wisest investment a man can make both for himself and for his dependents.

See your doctor and have him advise you about this annual "stock-taking."

If you are a member of the Benefit Association, you may have such examination free of charge by any one of the Benefit doctors. Make arrangements through the Plant Hospital.

WORKING SAFELY EVERY DAY IS WHAT COUNTS

PLANT SAFETY NEWS

THREE lost time accidents in a row make January a poor month to commence our 1932 safety record. All three were caused by falling objects, and two of them resulted in broken ankle bones which will keep the men from work for a long time.

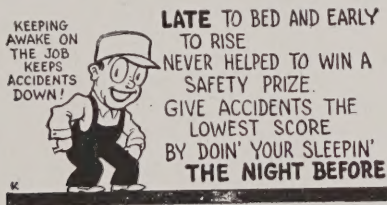
The first accident occurred on January 12th to Giralamo Rignone of No. 1 Box Shop Shipping. He was unloading cases from a freight car when the rear end of a load slipped off and struck him, fracturing his left leg near the ankle.

On January 15th, Albert Solbo of the Paper Finishing Mill was hit by a heavy roll of paper which rolled off a skid onto him, knocking him down and causing a contusion of both thighs.

Elliot Webber of the Rug Finishing Department was pulling the arbor or "core" from a roll of floor covering, when the arbor slipped and fell onto his right foot, causing a fracture. This happened on January 20th.

Three lost timers in one month, after going practically two months without any lost time accidents! In everyday language, this is not so good. Eleven months of the new year are still ahead of us. We can make them happy months of safe working for everyone, if we will.

Keep your eyes open and your mind on the job. Think Safety, Work Safely and make February another month like last December with no lost time accidents at all.



THE OTHER SIXTEEN HOURS

SAFETY, like charity and good manners, begins at home. Working safely is all important, but after all we work only 8 hours out of the 24, and there is plenty of chance for accidents after we have left the plant or before we get to it.

Strange as it may seem, home is far from the safest place to be. There were 30,000 fatalities in United States homes last year, and nearly half a million non-fatal accidents. It pays to be careful, even at home.

Here are some practical suggestions, offered by the National Safety Council for reducing accidents in the home:

1. Clean out all rubbish regularly. Somebody's home caught fire every four minutes during 1930.
2. Check electric equipment often. Replace

used cords or other defective material at once.

3. Watch the kitchen range when cooking. See that the flame is not put out. Be especially careful in the kitchen where there are youngsters in the home. Many children are badly burned each year in upsetting hot material from the stove or table.

4. Never use explosive cleaning fluids in the home. Keep all explosives away from the house.

5. Keep poisons under lock and key at all times if there are children in the home.

6. Use only sound, safe ladders. And be mighty careful about substitutes for ladders.

7. Highly polished floors are extremely dangerous. Look out for slippery rugs, too.

8. Keep sharp knives and other dangerous tools out of reach of the children.

9. Keep toys and other obstacles off the floor and out of the stairways.

10. Keep your matches in a safe container and see that every match is out before throwing it away.

11. Above all see that prompt medical attention is given. Infection is easy to prevent—but mighty hard to cure. Every home should have a first aid kit and mothers should know at least the fundamentals of first aid.

SOCCER NOTES

OUR Soccer Team has played only one contest since the *Review* appeared last—and this was played with disastrous results as far as any further National competition is concerned.

On Sunday, January 17th, we met the Santo-Christo team of New Bedford, at New Bedford. This team proved to be an exceedingly clever outfit, and although we held them 1-0 in the first half, they won out easy winners by 8-0 and thus eliminated the Bird & Son team from the Southern New England final of the National Amateur championship.

We are now concentrating upon the Boston and District League championship and the Curley Cup.

QUESTIONS AND ANSWERS

1. How did the Neponset Maid happen to be used in our trade mark?
2. What is a felt whipper on a paper machine?
3. How many men at Bird & Son can take shorthand?
4. How many pints of milk were sold at our plants in 1931?
5. Who is the oldest man on either our active or inactive list of employees?

Answers to questions will be found on page 8.

NEW HOME FOR BRANCH BANK

JANUARY 11th marked the opening of the new bank building of the East Walpole Branch of the Walpole Trust Company.

This fine modern brick building was built during the fall, adjacent to Pratt's News Stand in the Bird Hall Block in East Walpole Square. The interior is very attractive with light walls and dark woodwork. There is an abundance of room and adequate facilities for taking care of the Thursday noon "rushes" when every man wants his check cashed between the hours of 12 and 1.



The new East Walpole Branch of the Walpole Trust Company, which opened its doors on January 11th. Bird Tile and Bird Insulating Board were used in its construction

Under the plaster on the walls is one of the newest Bird products—Bird Insulating Lath. This Insulating Board and Lath has been made for a number of years by Building Products Limited, our associated company in Canada, but was not introduced here until last fall. The new bank was one of the first buildings on which it was used in this vicinity.

On the floor is another Bird Product—Bird Tile in large squares of black and white design, which adds much to the attractiveness of the room.

We are glad to see this new building open. It will mean better banking accommodations for us all, as well as the opportunity for the branch bank to expand and adapt itself to the growth of the community.

IS THIS YOUR HOBBY, TOO?

AS long as people continue to write letters, there are a few men at least at Bird & Son who will never have to worry about what to do with their spare time.

Stamp collecting as a hobby has gotten the better of a number of our workers and during these long cold winter evenings they are at it with a vengeance. A. H. Anderson, Secretary-Treasurer, is one of the busiest collectors and

Austin D. Kilham, Southern Division Manager and P. A. Guttormsen are two more. We understand that Gordon Wilson, Flooring Mill, has a big collection started and Howard Whitney tells us he is starting a collection for his sons—which means that he has the "bug," too.

Stamp collecting, strange as it may sound to some of us, is really fascinating when you understand the finer points. Catalogs are published describing and showing pictures of every stamp issued, in this country or abroad, and with one of these at your elbow, you sit down with your pile of miscellaneous stamps and start to separate the wheat from the chaff. Complete collections of any series are of course valuable, and individual stamps may be more or less valuable according to a variety of things.

Variation in color may change the value of a stamp from five cents to five dollars. The number of perforations around the edge which varies with different issues, may increase the value of a stamp. Some old stamps were printed in sheets and had to be cut with shears—these, if still in perfect condition, may be worth quite a lot of money. But the real find for any collector is a stamp on which some mistake was made, possibly only a few hundred were distributed before the mistake was noticed—but those few hundred are around somewhere and lucky is the man who can find one. It may easily be worth two or three thousand dollars.

\$42,000 for One Stamp

Two years ago a big exhibition of stamps was held at Horticultural Hall, Boston. Collectors came from all over the world. In the exhibition, under a glass case and heavily guarded was the most valuable stamp in the world—a British Guiana stamp worth \$42,000 dollars.

Last month when the new stamps were issued at Washington, D. C., a number of local collectors sent self-addressed envelopes to Mr. L. L. Thompson, our representative in Washington, and he very obligingly stood in line at the post office along with literally thousands of others, purchased some of the first stamps of the new issue and mailed them from Washington on that first day of issue. These envelopes, or covers as they are called, may be very valuable some day, since they carry the first stamps of the new issue and have as proof the Washington post mark on the first day of issue. As Mr. Thompson wrote to the *Review*, "This (Washington) is the place to come for stamps, guaranteed fresh laid."

Every big event in each country calls for a new issue—there is one just out for the Olympic winter games at Lake Placid and there will be another for the Olympic games in California this summer. Some countries actually count on making large sums of money by changing their issues frequently so that collectors will buy more stamps. It's an interesting game, stamp col-

lecting. If you don't believe it, just say "Stamps" to a dyed-in-the-wool collector and then listen to him talk!

Besides the men we have already mentioned, there are undoubtedly many others interested in stamp collecting, either for themselves or for their children. The formation of a Stamp Collectors' Club has been suggested, and if there are enough people interested, the Labor Bureau would be glad to help organize such a group.

In order to get this information, we are asking all those interested to send a memorandum to Department GR saying that they would join a Stamp Club, if one were formed. Let us hear from you.

NEW OVERLAY SECTION AT ROOFING MILL

FOR the first time in the history of roofing, so far as we know, a machine has been developed for the manufacture of a variegated Thick Butt Shingle. Such a machine, designed by our own engineers, is now in operation at the Roofing plant, turning out the popular 3 in 1 Thick Butt shingle in unusually attractive variegated colors.

The process is a somewhat complicated one and the machinery seems almost human as you watch it in operation. The desired colors of slate are lifted above the feed hoppers by elevators and there dumped into the correct bins which feed them to the spreaders directly below. These spreaders are the heart of the variegated process, so to speak, working by a special timing arrangement similar to the cams which regulate the timing of the motor in your automobile. At the right moment the right amount of a given color is spread onto the base sheet as it moves through the machine. The order and amount of colors can be changed by the operator to make different blends.

Once the slate is spread the rest of the process is the same as the former operations on the 3 in 1 Thick Butt, so that when the shingles come off the machine they are completely finished and ready to pack.

Variegated shingles are creating an ever-increasing demand and the combination of this variegated process with our already popular 3 in 1 strip which is so easy and economical to apply, will make a shingle with the highest of selling qualities. It should become a real "business-getter" for our roofing sales department.

Waitress: "Have you given your order?"

Customer: "Yes, but I should like to change it to an entree."—Everybody's Weekly.

Mistress (to new and very raw maid): "When you answer me, Mary, you should say: 'Yes, ma'am' or 'No, ma'am.'"
New Maid (obligingly): "Righto!"

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during February.

			Years
Thomas P. Maguire	2- 3-1880	Retired	52
Carl Schaier	2- 6-1890	Retired	42
H. H. Miller	2-17-1902	Retired	30
Henry Hartig	2-21-1905	Maintenance	27
Martin Lambine	2- 1-1910	Maintenance	22
Alice Field	2-27-1911	Main Office	21
Wm. F. Murphy	2- 5-1917	Roofing Plant	15
Sophie Eppich	2- 9-1922	Main Office	10
Elizabeth Louden	2-13-1922	New York Office	10
William F. Lenigan	2-13-1922	Box Sales	10
Leslie W. Hall	2-15-1922	No. 2 Box Shop	10
James Donovan	2-20-1922	Paper Mill	10
Christine Sherer	2-21-1922	No. 2 Box Shop	10
Howard Ellis	2- 1-1927	Flooring Plant	5
Emil Ahoe	2- 8-1927	Power and Steam	5
Mike Kelley	2-13-1927	Power and Steam	5
Gordon Wilson	2-14-1927	Flooring Plant	5
Rogers Weed	2-21-1927	Roofing Sales	5
Axel Ostrom	2-23-1927	Roofing Plant	5
Agnes Hefferan	2-28-1927	Main Office	5
PHILLIPSDALE			
Willie Banks	2- 6-1910		22
CHICAGO			
Harry Clark	2- 1-1922	Roofing Salesman	5

GIRLS' BOWLING TEAM

BOWLING with duck pins, when you have been used to candle pins all your life, isn't the easiest thing in the world, but that didn't stop the Bird & Son girls from organizing a team and joining the local group which belongs to the Ladies' National Duck Pin League. Teams from Mansfield, North Attleboro, Attleboro and Franklin are the other members in this section, and at the present time Mansfield is well in the lead with 32 points won and only 8 lost. Bird & Son is in fourth place.

Our bowlers are: Helen Gustafson, Captain; Margaret Owens, Ethel Duncan, Hilda Rafuse and Helen Curran. Ralph Farris of the No. 1 Box Shop is acting as Manager.

The standing of the teams as of January 21st is given below:

	Won	Lost	Pin Fall
Mansfield.....	32	8	12777
North Attleboro.....	18	10	9302
Attleboro.....	18	18	11770
Bird & Son.....	14	26	12840
Franklin.....	10	30	12399

A schoolteacher was trying to make a class understand what a volcano is like. In reviewing the lesson, she drew on the blackboard her own conception of a flaming mountain, using colored crayon with extraordinary effect.

"What is it?" she asked. The pupils shook their puzzled heads. "What does it look like?" she persued.

A small boy soberly answered: "It looks like hell, ma'am."
—Flamingo,

BIRD'S NEPONSET REVIEW

Vol. XX.

FEBRUARY 1932

No. 2.

Published Monthly by the Employees of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Will

Good Business

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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Assistant Editor

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Printing Foreman, F. R. Meyer

*Our success this year will depend on capital—Capital I.
—Forbes Magazine*

TO GEORGE WASHINGTON, The First President of the United States, Whose Two Hundredth Birthday We Celebrate on February Twenty-Second, We Dedicate This Issue of Bird's Neponset Review.

We of Bird & Son, inc. feel closely linked with the world in which Washington lived, because one hundred and thirty-seven years ago, during Washington's administration as President, we had our humble beginnings in a small paper-mill at Needham.

Today, as in Washington's day, loyalty, honesty, and hard work are the foundations of a successful life and a successful business. To quote Washington himself:

"There is but one straight course, and that is to seek truth, and pursue it steadily. Nothing but harmony, honesty, industry and frugality are necessary to make us a great and happy nation."

The whole world needs to learn the lesson of dealing honestly, and living within one's means. If the observance of Washington's Birthday does nothing else, let us hope that it will help all to face difficult problems with courage, and ultimately to find the solution which will lead us back to better times.

CONGRATULATIONS

CONGRATULATIONS to the men who won the Special Suggestion Awards for 1931!

In these days through which we are passing, timely suggestions on avoiding waste, cutting manufacturing costs, or producing new and

salable products, are needed more than ever. The men who can come forward with new ideas along these lines are helping their company to better business. As never before, we need men who can think intelligently about their work and find ways of doing it better. The more of such men we have, the better business will be for all of us.

During 1932, the Safety Committee intends to post on the bulletin boards from time to time requests for suggestions on specific problems. Watch for these notices, and set your minds to work on those problems. You may be able to show the solution—and that solution may win for you one of the Grand Prize Suggestions for 1932. It's worth trying!

FILE YOUR INCOME TAX

INCOME Tax returns must be filed soon. Do not forget to get yours in before the closing day. State returns must be in before March 1st, 1932. Federal returns before March 15th, 1932.

Help will be given you in making these out at the Labor Bureau, if you wish.

Federal returns must be filed by every single person earning \$1500 and over, and every married person making \$3500 a year and over.

State returns must be filed by *everyone* earning \$2000 and over, whether married or single.

Don't wait until the last minute. Get yours in the mail today.

Special Notice

Persons who receive State income tax blanks this year are reminded that they must return these blanks, even if their total earnings were less than the required amount.

Answers To Questions On Page 5

1. In the early days men used to walk home from work with our waterproof paper over their heads as a protection against the rain. The idea was conceived of emphasizing this waterproofness in the trade mark by showing the girl using the product as a protection against rain.

2. It is a piece of machinery designed to shake and clean the felt in operation on a paper machine. It removes any foreign matter before the felt picks up the paper stock.

3. So far as we know Granville Baker at the Roofing Mill is the only one. Are there others?

4. 41,808 pints.

5. We believe this is Charles Derry who is 79 years old. His picture appears elsewhere in this issue.

Inevitable

"What do you do for sea-sickness?"
"Just what everyone else does."

LIBRARY NOTES

WITH passing years changes in our ideas follow greatly from the men we have met and the books we have read. Although we cannot know personally all those whom we would like to know, we have access to their deepest thoughts through their writings. Every library can supply these treasures of literature.

Why not decide before the year has ended to read only the best books for our improvement, whether they furnish an outlook on present day conditions, bear upon the technicalities of our work, or furnish mere delightful entertainment.

New Books:

Since Calvary: Lewis Browne—An account of the development of Christianity from its earliest beginnings to the present. Not only of interest from a religious standpoint, but from its treatment of the social and economic movements from the decline of Imperialism to the rise of Industrialism.

Matthias at the Door—a poem by Edwin Arlington Robinson.

New Fiction:

Eagle's Wing
War Paint and Rouge
Ten Commandments
Arizona
Long Bondage
Staying with Relations
Doctor of Lonesome River
Father Malachy's Miracle
Shepherds
Seven Daughters
Wild Orchid
Judith Parish

Bower
Chambers
Deeping
Grey
Joseph
Macaulay
Marshall
Marshall
Oemler
Storm
Undset
Walpole

Health Notes

There is No Such Thing as Too Much

Water—Outside or Inside

Two glasses when you get up.
Two glasses between each meal.
One or two glasses with each meal.
One or two glasses at bed-time.

THERE is one thing you can drink without being afraid of taking too much—good, pure water. Approximately 80 per cent of the body is water, so you can understand how necessary this fluid is to that body's normal functioning.

Your body demands at least six ordinary glasses of water daily. From eight to ten glasses may be taken with beneficial results.

Take Water With Meals

Forget the old idea that water, when taken with meals, is injurious. Drink a couple of glasses during each meal but just be careful not to wash your food down with the water.

And, while we are on the subject of water, remember that it should be applied in great quantities externally, as well as taken internally.

Ice water is particularly harmful if taken on an empty stomach just previous to a meal. It contracts the blood vessels of the stomach and does not permit the usual circulation which is necessary to the proper beginning of the digestive process.

Cold water is also injurious if taken during hot weather or when you are perspiring freely. Chilled or cool water is best at this time. Cramps are often caused by drinking large amounts of cold water when one is over-heated.

Never Mind the Fads

There are many fads about drinking water. For healthy people, the drinking of hot water has no especial value. Cool or chilled water will help to counteract constipation a great deal more than warm or hot water.

Many of the beneficial effects of going to a "Springs" resort are due to the increased quantity of water taken and rarely to the quality. In most cases it would be just as well to stay at home and drink more water than usual.

The proper amount of good drinking water is essential for health.

National Safety Council.

THE IMPORTANCE OF
GOOD LETTER WRITING

EVERY letter that leaves your desk is a picture of your organization and of you," says John Howie Wright, one of the most successful direct-mail writers in America. "Every letter you send out helps some one decide what kind of man you are; what kind of enterprise you conduct, and whether or not he wants to do business with you.

"Your company's standing in the business world is, in a very great degree, placed in the hands of the men (and women) who dictate its letters.

"Every letter you send out is a sales letter—if you make it so."—Zero Standard.



One of the girls in the No. 2 Box Shop thought that a Kidder Press was just a big joke.

Notes From Plants and Offices

MAIN OFFICE AND SALES

*Margaret Poff
Alice Clem
Ida Milesky*

*Sabina Costello
Gladys Noddin
O. C. Turkington
Elizabeth Lawson*

*Alice Fales
Beatrice Severance
John Andrews*

Here is an interesting group of news items from Mr. L. L. Thompson in Washington. We're glad to hear what our Southern salesmen are doing:

Mrs. Frank B. Ross, wife of our Maryland and Delaware salesman, underwent an operation in Baltimore on January 12th. She is well on the road to recovery now, and will soon be back in her fine home at Glen Bernie, Maryland.

Millard Ross, who was with us in the Southern Division until the outbreak of the war, is now selling with one of our Baltimore distributors.

E. D. Haley who has been with us for a long time was married in December and on January first resigned from the com-



Iris May and Frank Cooper, taken last summer by Roy Cooper, Payroll Department, for the Review Picture Contest last year

pany. We wish him all kinds of luck for the future.

Mention of Haley and Ross recalls the fact that both of them served overseas during the war—and in fact, sixteen southern salesmen saw service during the war, all of them overseas except one. One man, Mr. Toomey from Massachusetts, was killed in action.

A. H. Brooker, North Carolina salesman, has not been well for some time, but the last reports are that he is himself again. "Brook" is one of our star salesmen and has been with us since Moses was a baby.

M. H. Foster, formerly with us as a repair man and salesman, is about to open up a general roofing repair business in Baltimore.

George T. Matthews, also formerly with us, is now in the wholesale furniture selling business.

We are not sure which one was carrying on the flirtation, but at any rate, a large piece of cardboard has been put up in front of Welthea Smith's temporary desk so that she and Arthur Mellin can no longer look at each other.

J. B. Blandford's home in Greenville, South Carolina has been made happy by the arrival of a son. Mr. Blandford is a southern Roofing Salesman.

James Mack was the recipient of a lovely bouquet of flowers on Sunday, January 3rd (when the accounting department was working overtime closing the books). The flowers were in commemoration of his fifth anniversary (not wedding) with Bird & Son. He showed his appreciation by blushing.

On January 14th Ethel Brian's friends presented her with a beautiful lamp and table. Ethel has left us to go housekeeping in Somerville.

Ethel Clark and Irene McNeeley left Bird & Son on the 15th of January to take up the duties of a housewife. They were both presented with beautiful bouquets of roses by their friends.

If ordinary gas won't start your car in winter weather, try a couple of gallons of hot water. See Harry Hey for further particulars.

The new class at the Bird Club on Industrial Organization is bringing up a lot of interesting problems. One of the most difficult ones seems to be at just what time one should arrive in order to make sure of getting one of the upholstered easy chairs. Last reports indicated that quarter of seven was the very latest hour a man could arrive and expect to get such a seat. All the members living at the house take possession of their seats by six o'clock or earlier.

The girls in the Accounting Department wish that there was a rule preventing young men (not mentioning any names) from wearing "sea sick" looking ties. Perhaps they are Christmas presents!

Here's a suggestion that ought to be worth five dollars—Why not take out Jim Dowling's telephone. He doesn't need it—Distance, long or short, means nothing to him.

PAPER MILLS

East Walpole, Mass., Mill

*John E. Curran
Herbert L. Badger
Sophie Novick
Herman Nordstrom
John Mailand*

*John F. Burke
John H. Maguire
Mary Driscoll
John DeCosta
Mario Boragine*

Ray Kirk recently attended the annual alumni banquet at the Norfolk Prison Colony, and renewed many old acquaintances.

After completing the New Year's Eve celebration, Earle Davis forgot to change his number plates, and it's quite a long hike from Lynn.

Gene Connolly says there's nothing like a Buick. He succeeded in getting his car started one day last week.

Notice: Tin cans are no longer available in the Research Lab. They are kept at EMS and in some of the parking spaces.

Michael McConologue had quite a thrill on the night of January 7th when the Bigelow Block in Norwood, where he resides, caught fire. Mike says he didn't even get singed, however.

There is much rejoicing in the family of "Yankee," John McLennan. He has just announced the arrival of a brand new wisdom tooth! Better late than never, he says.

Phillipsdale, R. I., Mill

*Rexford H. Salisbury
David S. Lowry*

*John H. Nolan
Leslie E. Howard*

Harold Hey made a hurry trip to New York recently to help his brother get married.

Everett Macomber took Hugh Treacy clamming a few weeks ago and while Macomber seems to be all right it was a little too much for Treacy.

Ted Maddern hit a post while driving in to work the other morning. Some of the fellows are trying to find out what he was trying to duck when he ran into the post.

Fergus Christie has served two weeks on the jury in Pawtucket.

Tony Nanni announces the birth of a son on December 30th. Tixy Billings, the fellow whose bowling we have razzed occasionally, went wild and bowled 407 for a three string in match play. His score was part of a team total of 1882.

Mary Alves, daughter of our oiler, Tony Alves, was married on January 30 to Manuel Alves.

Joe Wynne seems to get quite a kick out of listening to that lady broadcast each noon before the news flashes come on. It is hard to tell just what Joe is more interested in the news flashes or the bargains.

BOX FACTORIES East Walpole, Mass. No. 1 Box Shop

Charles H. Mutch
Herbert Lewis

Ralph Watson
Ralph Farris

John Grusacki and Tom Paquette have gone into the pig business as a side line. If they can't be big butter and egg men from the West, they can be big bacon and ham men from the East.

Tony Unaly spied someone through the window fooling around his Packard out by the road and dashed out breathing fire to stop the thieves but found only a couple looking for their lost canary which they said had flown under the car. Tony obligingly crawled under to see if he could locate the bird, without success. Tony is still suspicious about that canary.

Mr. Tupper has issued warning to all workers in No. 1 Box Shop not to dig any worms in the shop, after noting in the Roofing safety meeting report that one of their men received a scalded leg while "worming" near a steam trap.

No. 2 Box Shop

Edward Scanlon
Catherine Brady

Frank Eisenhaur
Edward Gronroos

Christine Sherer
Anna Duffy

It's lucky for Mary Scanlon that she locks her doors at night. One of the stronger sex attempted to walk into her home late at night last month. After trying to push the door a few times without any success, he tried another house nearby, which proved to be his own.

A collection of old shoes was found under the lockers in the Printing Department when the girls were rummaging for rubbers. Ethel Havey denied they were hers, and blamed Alma Walsh. They really were a pretty collection, but had seen better days.

The workers of No. 2 Box Shop extend their condolences to "chief correspondent," Frank Eisenhaur, whose twin brother was recently married. Cheer up, chief, if at first you don't succeed, try, try again.

Mr. Bridgham is back with us again, after having been out sick for a few days with a very bad cold.

Frank Hartig is driving his puddle jumper with the top up. He didn't mind "singing in the rain" with it—but the snow was too much. Now that the road-hog has dug in for the winter, it's a good sign that it is going to be a long, cold one.

Five of the men from the Shoe Cartons have been transferred to the maintenance department for the past few weeks.

John Waltonen is getting his seed potatoes ready to plant one of these spring days.

Frank Eisenhaur rather regrets the fact that he bought a heater for his car. But if he hadn't bought it, the weather would now be cold as — well, real winter.

Mary Scanlon and Anna Duffy were both taken for "a ride" this last Norwood election, in more ways than one. Mary just went for the ride and Anna openly admits that she didn't know for whom, or why she voted.

We are sorry to hear that Arthur Souther is under the weather as a result of an automobile accident. We hope he'll be back with us soon.

We welcome Mrs. Collins to the Shoe Cartons Department.

What's the big attraction for Frank Eisenhaur between Liggett's Drug Store, and the Five and Ten Cent Store in Norwood? It is reported that Frank's noble steed is found parked somewhere in this vicinity, and not far from it is the boy himself. Is it just a pass time for Frank to stand and watch the fair young ladies of Norwood, or is he looking for a long lost friend? Maybe he is looking for a million dollar baby in

the five and ten cent store. If this be the reason, good luck, Frank.

ROOFING MILLS AND OFFICE Norwood, Mass., Mill

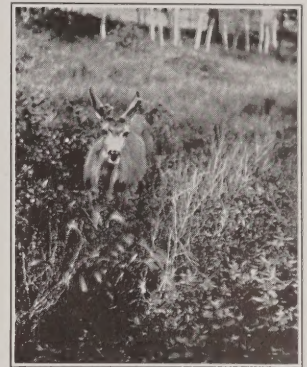
Charles Savage
John White

Charles Seavey

Charles Watson
Edward Hiller

The mustache growing contest for the championship of No. 5 Machine is still on at the latest writing. Pat Maguire has

"An Inquisitive Deer" in
Yellowstone National
Park. Taken by Evelyn
Wadleigh for the Review
Picture Contest last year



given up, but Bill Bishop and Ben Semski are still going strong.

The new overlay section is now in full production. We are now able to make Thick Butt Variegated Shingles.

Elmer Jordan has decided he does not want to live alone, so you will now find Elmer at the home of Bill Ivatts on Rock-hill.

We extend our sympathies to Tom Smith on the loss of his wife.

Frank Mori and his headquarters have been moved from the Paint and Cement Department to the Blown Asphalt Storage room.

We are pleased to learn that Arthur Balduf's little daughter is recovering from a severe illness.

The marriage of John Pratt and Miss Christina MacAuley, Arlington, took place at the home of the groom's uncle, Mr. John White, on his Whitinsville estate, Saturday, January 16th. A six piece string orchestra from Providence supplied the music. Fifty guests were present, and poor John found it impossible to leave the premises until the following morning. The couple are at home to their many friends at 130 Winslow Avenue, Norwood.

John, by the way, is busy receiving the congratulations of the boys after his honeymoon. Strange as it seems, John hesitates to respond quickly in some cases.

The Machine Shop bowlers are much concerned because the Shipping gang have retired from the glare of the alley lights. Evidently they see that they have lost a golden opportunity to add four well earned team points and boost individual averages. Never mind, boys, try the machine men.

When a man takes off his shoes in the house at night, and fails to find them the following day, what does it mean? We suggest that Ray Call had better hang a light on the front door next time.

The following remark was passed when Mr. — returned to solid earth after swinging a sledge hammer while sitting upon the ragged rim of the brick chimney which is being rebuilt 8 feet from the top: "Gee, I never feel safe when I get down again," he said. Well, of course he is safe from drunken drivers and 2-gun bandits up there, but we wouldn't pick out just that particular safe spot, ourselves.

Arthur Duncan has recently been made a watchman.

Felix Carlson is for the time being acting as assistant painter with Antilio Tronti.

Charles Chorlton is seriously inspecting new cars. Well, Charlie that may put an end to some of your troubles!

John Walsh discovered a leaky hydrant near his home on Morse Street, and called the public works department to report it. When he returned home that evening, he was somewhat surprised to find the hydrant gone, the street rolled down and everything ready for a successful fire. Why not move to town, John?

Chicago Mill and Office

C. J. Perrizo

John Matcha

Dell F. Lydon

The following message picked from the air contains food for thought: "If a man were to go across this country from Portland, Maine to Portland, Oregon with his eyes blindfolded, he very likely would arrive at Portland, Oregon with the impression that the country was going to the dogs and there was no hope for it. If then he should come back from Portland Oregon to Portland, Maine with his ears stopped up,



"Sailing"—a prize-winning picture in last year's Review Contest, taken by Sabina Costello, Roofing Department

and his eyes open, he would come to the conclusion that this is the most glorious country in the whole world.

It was gratifying to note the hearty response on the part of the Bird employees to Governor Emmerson's call for help for the unemployed.

Mrs. Lampton was the proud winner of the wood carving donated by Jean DeBerg which was raffled on New Year's Eve, the proceeds of the raffle to be donated to charity.

Eric Gach is sporting a new Graham car to replace the Essex which refused to be coaxed into doing further service. It's last gasp was taken on Michigan Avenue.

The New Year ushered in at least one engagement in the Bird family—Gordon Wiklund and Florence Hausherr. Congratulations and best wishes to both.

Kenneth Lee Wilson is the new member of W. W. Wilson's household—born December 28th. Bill says the youngster's lungs are in good working order.

We are glad to welcome Miss Cranston, Miss Topper and Mrs. Kier into the Bird family.

S. E. Williamson has been appointed a colonel on the staff of Gov. Connor of Mississippi, who took office on January 19th.

There is a rumor of a Ping Pong match to be played by the Flooring Office and this office.

Gresham Brebach has been transferred from the Traffic Department to the order desk in the Sales Department.

FLOORING PLANT AND OFFICE

Norwood, Mass. Plant

John S. Smith

James R. Hanley

Lester Evans

Tom Rogers

Kaino Paajanen

Lawrence Gammell

Leo Clarkin has purchased a new Ford coupe.

Bridge parties seem to be quite the thing with the boys. The second party of the season was held on January 14th at

the home of Nelson Phillips in Walpole. Leo Clarkin was again the lucky winner of first prize, as well as the Christmas turkey prize at the last party. We wonder if he is really a good player, or just lucky. Ask Les Fillmore.

We do not see many Floating Power Plymouths floating around this mill since the first of the year.

Austin Quackenbush is now the proud possessor of a "Baby Austin" of the male type, born January 12th, 1932.

Frank Kissel is now recovered from the accident in which he suffered severe injuries, and is back on the job.

James R. Hanley has resigned as an active 2nd Lieutenant in the local unit of National Guard. He is retained on the reserve list of the National Guard as a Lieutenant.

Sergeant Laurence R. Gammell has just completed four years of service in the National Guard, as clerk of the local company. He now states that he is a free civilian again.

Elliot E. Webber, after five years in the Local unit of National Guard has enlisted in the United States Marine Reserve in Boston for four years more.

After about two days of walking, numerous would be economists ended by marching down to the insurance office after their registrations and number plates.

We don't seem to be hearing anything about Gus Hagman these days. We wonder if he still works for Bird and Son. This has been a wonderful winter for his new car.

It has become a well established fact that Lester Evans is now running a matrimonial agency as a sideline. He is the perfect matchmaker.

Chicago Flooring

V. D. Szukalla

Gladys L. Davis

A letter was received recently from a consumer who purchased a pattern 831 Neponset rug from a dealer in Des Moines about six or seven years ago. He is now enlarging his kitchen and wants more of the same merchandise to match that on the floor. This is a good example of Bird quality, we think.

Speaking of Bird patterns, have you seen the one Mr. Jakel has been talking so much about—pattern A-5159, two colors?

We welcome our new inside salesman, Mr. P. S. MacGregor, into the Bird family. Lots of luck, Mr. MacGregor.

Ida certainly is "busting into society." She sat in the dress circle at the opera one night and heard "Aida." We envy you, Ida. If we had gone we'd probably come down the next day still dizzy from the terrific height we had to scale to reach our seats.

From what we hear, Sadie is going in for deep sea diving. Just what is the attraction down there, Sadie? You stay under so long but still come up smiling. Is it the merman?

C. D. Knapp had an exciting experience the other day "Hello," called a feminine voice over the telephone, "is this the Humane Society?" "Yes," was the reply. "Well, there's a floor covering salesman sitting in a tree teasing my dog." Tsk, tsk, tsk!

A short time ago Tony took Mary Mac to lunch in payment of a ping pong bet. Imagine his amazement when, upon arriving at the scene, he found a half dozen or so more girls all wanting the pleasure of lunching with him. It looked like a Sultan and his harem.

Mr. Jakel sent in a picture of his two "vamps," as he calls them—Janet, 7 years and Joan, 3½ years old. Iowa may claim to have the tallest corn and Chicago the sweetest gangsters, but we think Wisconsin has the best bathing beauties.

Policeman (to intoxicated man who is trying to fit his key into a lamp post): I'm afraid there's nobody home there tonight.

Stewed One: Mus' be, mus' be. Thersh a light up staih.

Visitors at our Plants During January East Walpole and Norwood Plants

Mr. E. F. Stewart, Westfield, Mass.

Mr. Charles Upson, The Upson Co., Lockport, N. Y.

Chicago Roofing Plant

Mr. Tom Dymont, Hyatt Jumbo Roofing Co., London, Ontario.

Mr. McGaffigan, Certain-teed Products Co.

Glen Hall, Michigan salesman.

Mr. Frank Young, Logansport, Indiana.

Chicago Flooring Office

Our visitors since the last edition of the Review included Messrs. Money Penny and Jacobson of the Boston Store, Mr. Sempliner of the Hartman Furniture Company and Mr. M. Pinsky of Chas. Pinsky Company; also Messrs. Groendyke of Detroit, Jakel of Milwaukee, Moore of Davenport and Sare of Denver.

The following visited us at the Furniture Market held in January:

Mr. Chism, Mississippi Valley Furn. Co., Memphis, Tenn.

Mr. G. Lagassa, Sell Bros. Company, Sheboygan, Wis.

Concord Furniture Co., Milwaukee, Wis.

Mr. Denkema, Young and Chaffee Furn. Co., Grand Rapids, Mich.

Brill Furniture Co., Milwaukee, Wis.

Atlas Household Furn. Co., Milwaukee, Wis.

Mr. Zevelink, Columbian Whse. Furn. Co., Grand Rapids, Mich.

Mr. Mellott, Mellott Furniture Co., Dixon, Ill.

Mr. Rosenberg, H. Rosenberg Company, New Orleans, La.

Mr. J. Seitz, DeWitt-Seitz Company, Duluth, Minn.

Mr. Ruwitch, Jos. Ruwitch & Sons, Norway, Mich.

Mr. Nyberg, Jos. Ruwitch & Sons, Norway, Mich.

Mr. Tillman, Tillman Bros., LaCrosse, Wis.

Mr. H. Fouts, Schmitt & Henry Mfg. Co., Des Moines, Ia.

Mr. Penner, Wieboldt Stores, Inc., Chicago, Ill.

Mr. I. Butwinick, Imperial Furn. Co., St. Paul, Minn.

Mr. E. Dunlop, Speich Company, Milwaukee, Wis.

Mr. Sternkoff, Speich Company, Milwaukee, Wis.

Mr. A. B. Meyer, Warren, Ill.

Mr. Steinberg, I. L. Steinberg, Spring Valley, Ill.

Mr. L. Newman, I. L. Steinberg, Spring Valley, Ill.

Mr. W. W. Cooper, Genoa, Ill.

Rice Furniture Co., Jackson, Miss.

Mr. Hirsch, Leo. Johnson Furn. Co., Moorhead, Minn.

Mr. Fredericks, Donath Furn. Co., Milwaukee, Wis.

H. Uttermark & Son, Marion, Wis.

Henderson Furniture Co., Ft. Wayne, Ind.

Oster Bros. Furniture Co., Milwaukee, Wis.

Mr. Kalhousen, Neidhoefer & Co., Milwaukee, Wis.

Mr. Schiller, Neidhoefer & Co., Chicago, Ill.

Mr. Sol Cohen, National Bedding Co., Leavenworth, Kans.

Mr. C. Richardson, Northwestern Furn. Mart, Minneapolis, Minn.

Mr. and Mrs. Baker, Baker Furniture Co., Moline, Ill.

Mr. Cohen, Baker Furniture Co., Moline, Ill.

Mr. Dau, Dau Hsfg. Co., Petoskey, Mich.

Mr. Boris, Fond du Lac Dry Gds. Co., Fond du Lac, Wis.

Elmhurst Furniture Co., Elmhurst, Ill.

Mr. D. Linquist, Linquist Bros., Keokuk, Ia.

Mr. McKnight, Montgomery Ward & Co., St. Paul, Minn.

Mr. Bahr, Peck & Hills Furn. Co., Denver, Colo.

Mr. Don Lee, Don Lee Furniture Co., Omaha, Nebr.

Mr. P. Cummings, Orchard & Wilhelm Co., Omaha, Nebr.

Mr. H. Stern, J. Stern Furniture Co., Bloomington, Ill.

Mr. J. Stern, J. Stern Furniture Co., Springfield, Ill.

Mr. Floberg, Leath & Company, Rockford, Ill.

Mr. Hasse, Leath & Company, Oshkosh, Wis.

Mr. Larson, Leath & Company, Elgin, Ill.

Mr. Lasher, Leath & Company, Decatur, Ill.

Mr. C. Lasher, Leath & Company, Madison, Wis.

Mr. McElin, Leath & Company, Aurora, Ill.

Mr. Olson, Leath & Company, Beloit, Wis.

Mr. Smith, Leath & Company, Wausau, Wis.

Mr. Swanson, Leath & Company, Appleton, Wis.

Mr. R. L. Parrish, Sears Roebuck & Co., Chicago.

Mr. Ed. Ralph, Sears Roebuck & Co., Chicago.

Mr. J. Zaiken, Sears Roebuck & Co., Chicago.

Mr. C. Kresl, Sears Roebuck & Co., Chicago.

Mr. Barnhill, Sears Roebuck & Co., South Bend, Ind.

Mr. Madison, Sears Roebuck & Co., South Bend, Ind.

Mr. H. Kantin, Sears Roebuck & Co., Milwaukee, Wis.

Mr. Holden, Sears Roebuck & Co., Minneapolis, Minn.

Also a group of thirty men from different sections of the country, who are managers of the various Sears Roebuck & Company branches.



"Keeping Cool in Wisconsin"—Janet and Joan, daughters of F. W. Jakel and staunch members of the Bird family in the Chicago Flooring Department. They look comfortable and healthy

BIRD CLUB ENTERTAINMENT

MONEY flowed like water for a few hours on the night of January 7th when a rather small but very ardent group of Bird Club members gathered for the gambling fest at Bird Hall.

Tables filled the center of the room where bridge, poker and games of dice were played and around the sides of the room were wheels of chance and roulette tables. On the right hand of the floor was an honest-to-goodness bar, sawdust 'n' everything, from which cider, sandwiches, sinkers and cheese were dispensed.

Highlights of the evening included John Kirby squandering his wealth at roulette and wheels of chance, Sam Kay and his cigar enjoying a quiet game of bridge, Jerry Travers rolling dice, and Halburton Dobbins doing sentry duty near the bar but not eating even one sandwich.

First prize for the evening went to Ernest Oakes who accumulated a stack of bills more than a foot high. Stuart Nickerson had nearly as large a pile and took away second prize. Third prize went to Frank Hartig.

On February 12th at the Junior High School in Norwood, the Bird Club will hold an Athletic Night. There will be boxing and wrestling bouts, smokes, and entertainment aplenty for those who attend.

The program is in charge of the following committee: A. W. Smith, Chairman; H. L. Badger, J. R. Burhoe, Leo Hagerty, Edward Hiller, and James Hanley.

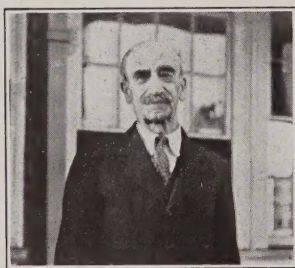
Watch for further announcements which will be out soon.

BOWLING TEAMS

WITH less than a month more of bowling, it looks fairly certain that Box Shop Shipping and Roofing Machines will head their respective Leagues and meet together for the final roll-off. Out of fifty points rolled, Box Shop Shipping has won 46, and Roofing Machines 45.

Individual High Averages, and High Team Averages are held by the same persons and teams as before, but the No. 1 Box Shop Shipping has bettered its own early season records in both High Team Single and High Team Three String totals. High Team Single String is now 570, and High Team Three String is 1595.

The standing of the Leagues and the fifteen highest all season bowlers, bowling eighteen or more strings, are listed below, as of January 25th:



Charles T. Derry, 79 years young, is the oldest man connected with Bird & Son. He retired in 1924 and lives with his son in Hyde Park.

American League

	Won	Lost	Per Cent
FXV1.....	46	6	885
FBM.....	30	22	577
FX2.....	32	24	571
EM.....	21	27	438
DMP.....	22	30	423
FFP.....	10	34	227

National League

FBP.....	45	7	865
FX1.....	28	20	583
A.....	27	21	563
FFR.....	17	27	386
FBV.....	14	30	318
VM.....	4	48	77

INDIVIDUAL AVERAGES

Name	Dept.	Total Strings	Total Pin Fall	Average
Dine.....	FX2	42	4261	101-19
Koebe.....	FXV1	39	3913	100-13
Keefe.....	FXV1	36	3610	100-10
White.....	FX1	36	3601	105-1
DeLaiarro.....	FBP	39	3891	99-30
Alexandria.....	FBP	39	3877	99-16
Hoyt.....	FX2	42	4133	98-17
Michienzie.....	FBP	39	3835	98-13
Jonah.....	FXV1	39	3834	98-12
Knaus.....	DMP	39	3828	98-6
Farris, Stuart.....	FFR	33	3203	97-2
Farris, Ralph.....	FXV1	39	3783	97
Mack.....	A	36	3482	96-26
Murphy.....	FBV	24	2317	96-13
Geary.....	FXV1	39	3752	96-8

FIGURE IT OUT!

Tom Howells of Chicago, contributed the following for the "Review".

Quit Your Kicking—You Don't Work Hard!

There are days in the year	365
You sleep 8 hours a day	122
Balance	243
You rest 8 hours a day	122
Balance	121
Sundays in year	52
Balance	69
Half day Saturdays, all year	26
Balance	43
Legal holidays in year	12
Balance	31
1 hour a day for lunch	16
Balance	15
2 weeks vacation	14

BALANCE FOR WORK 1

Have you ever tried Bird's Products?
We think they're of the best.
We know you'd better try them,
They'll always stand the test.

If it's a roof that needs some shingles
We have every color that is made.
Or if your kitchen you would brighten
Our floor covering should be laid.

Contributed by a Bird & Son worker.



WHEN SHOULD A MAN RETIRE?

IF I were asked when a man should retire," remarked Wilmot R. Evans, President of the Boston Five Cents Savings Bank, Boston, Massachusetts, "I would answer that in most cases it would be better to wear out than to rust out; that the man who has retirement in mind seldom has the urge and inspiration to do his best in his work. If the delusion of retirement persists then the only way to prepare for it is by saving.

"I suppose that everybody would like to save. The trouble seems to be that so many of us believe it is a hard, painful task, without an end. That is exactly contrary to the truth. I can still remember the first account which I opened in a savings bank. When the Everett Savings Bank began I, with a half a dozen, gathered at the bank. 'Sam' Cannell passed a hat about and all drew numbers.

I drew number one (1) and became the first depositor. I still keep the original book. Saving means independence and independence is the guarantee of happiness.

"Every man ought to prepare so that when old age comes, or misfortune, or ill health, he may have sufficient savings to take care of himself. The way systematic deposits of small amounts will grow to a sizable sum is a financial principle that never fails to astonish us. Suppose that we should think of a young man or woman beginning to save at the age of 20, with a view to later independence. If such a person would deposit \$10 a month regularly from the age of 20 to 50, the sum would amount to \$6,883.01, with interest added at four per cent semi-annually. If the same person should not begin to save until the age of 30, and then would put aside \$20 a month, the money would total \$7,290.51, at the same rate of interest and in the same length of time. Thirty dollars a month saved from 40 to 50, would then total \$4,399.04. Although none of these sums would insure complete independence, they certainly would be a comfortable foundation.

"Although savings may be carried to excess yet it is a human failing to spend rather than to save. No education or restraint is needed to encourage spending. On the other hand, in the average case the habit of saving must be urged and encouraged. The wisdom of Franklin who, in the guise of 'Poor Richard', preached the doctrine of savings is as apparent today as it was a hundred years ago."

ITEMIZED BILL

An artist who was employed to retouch some paintings in an old church in Belgium rendered a bill for \$67.30. The church trustees, however, required an itemized bill and the following was duly presented, audited and paid:

Correcting the Ten Commandments.....	\$ 5.12
Renewing Heaven, adjusting star.....	7.14
Touching up purgatory and restoring lost souls.....	3.06
Brightening up the flames of Hell, putting new tail on the Devil, and doing several odd jobs for the damned	7.17
Putting new stone in David's sling, enlarging the head of Goliath.....	6.13
Mending the shirt of the prodigal son and cleaning his ear.....	3.39
Embellishing Pontius Pilate and putting new ribbon in his bonnet.....	3.02
Putting new tail on the rooster of St. Peter and mending his comb.....	2.20
Repluming and regilding left wing of guardian angel..	5.18
Washing the servant of the High Priest and putting carmine on his cheek.....	5.02
Taking the spots off the son of Tobias.....	10.30
Putting earrings in Sarah's ears.....	5.26
Decorating Noah's Ark and putting head on Shem....	4.31

\$67.30

H. P. C.

SLEEP AND LOTS OF IT

THE youth involved in a disastrous traffic accident who has been ordered by Judge Maher to go to bed every night by ten o'clock until he is

twenty-one years old, perhaps is not very happy over this particular feature of his punishment. If so, that is because he does not know how fortunate he is. Obedience to the command of the judge will mean vigor, good health and a chance for a long life.

Few young people understand either the need or the blessing of plenty of sleep. Statistics are not available, but there is plenty of circumstantial evidence to show that one of the main causes of ill-health and premature death among the young, and one of the major reasons for premature loss of the joy of living, is lack of rest. The boy or girl,



This picture of Arthur McKenna, Roofing Plant, is proof that we have had some snow in years past—even if we haven't seen much this year

the young man or young woman, who tries to cheat nature by scrimping on sleep in order to have "a good time" cheats only himself or herself.

The repair work for the correction of wear and tear must be kept up, or the machine is bound to deteriorate.

That should be kept in mind particularly by the young person who wants to get ahead either in school or at work. Frequently it is not the individual with the best natural mental or physical equipment who wins the hard battle, but the person who keeps himself freshest, and therefore the most alert.

—Detroit Free Press.

Who else went on your picnic?

Two cousins, an uncle, and all the ants.

Heard at Labor Bureau Office:

Fair Young Thing: Please may I have an income tax blank?

Clerk: Which kind do you want?

Fair Young Thing: Oh, I don't know. Female, I guess.



A Clean-up May Prevent a Fire

WHEN an accident occurs there is usually a combination of circumstances. People take the same chances they have taken for years, but the scene is all set with the right combination and somebody gets hurt.

It's the same way with fires. Carelessness with fires, matches and cigarette butts is listed the big cause of fires. You may throw away lighted matches and live butts hundreds of times and they will burn out harmlessly. But if you get into such thoughtless habits, you may do it where there is a pile of shavings or oily rags.

Poor housekeeping sets the scene for a fire. It isn't the material out in plain sight that's most



Breaking ground for the new Warehouse being constructed between the end of No. 5 Paper Machine Building and the Finishing Mill. The first job was to break up this large boulder. J. A. Timmins is the foreman in charge of the construction

dangerous. It's the accumulations in out-of-the-way corners. Most people have a way of discarding stuff where they think it is out of sight.

No system of hazard inspection will find all the danger spots and each man must do his part. The place for inflammable rubbish is in the container provided for it—even if it does mean a few steps.

How about your locker? Is it full of old newspapers, cleaning rags, oil-soaked clothing, and other things that would make a meal for a fire? Of course, the locker is the place for working clothes, but any useless stuff that will burn should be thrown out.

Remember a clean-up may prevent a fire. This applies at home as well as in the shop.

—Santa Fe Magazine.

EVENING CLASSES

THE Bird Club Educational Committee announces the following courses which are available for Bird & Son employees if enough persons are interested. The courses cover a period of

eight weeks, with one 1½ hour class each week. The charge would vary according to the number in the class, but would probably be from \$3.00 to \$5.00 for each student.

1. Business Finance—Professor Fiske of M. I. T.
2. Industrial Economics—Professor Fish.
3. Mental Hygiene—Dr. Knight of Harvard.
4. Business English—Mr. Donnelly, Boston School Dept.
5. Contemporary Literature—John Clair Minot, Boston Herald.
6. Paper Course—Professor Sampson, Northeastern.
7. Mathematics—Professor Sampson, Northeaston.
8. Gardening—Professor Salter, Norfolk County School.

If you are interested in taking any of these courses, please notify some member of the Educational Committee, which is as follows: E. H. Coleman, Chairman; R. C. Floyd, M. R. Beasley, W. S. Jackson, or E. M. Grout.

Customer: "Doc, I want to get a prescription."

Druggist: "What for?"

Customer: "For a hunting trip."

Sign in garage:

"Cars washed and polished—\$1.00

Austins dunked—50 cents."

ALL IN THE STATE OF MIND

If you think you are beaten; you are.
If you think you dare not; you don't;
If you like to win, and don't think you can,
It's almost a cinch you won't.

If you think you will lose; you are lost,
For, out in the world we find
Success begins with a fellow's will,
It's all in the state of mind.

Full many a run is lost,
'Ere even a step is run,
And many a coward fails,
'Ere even his work is begun.

Think big, and your deeds will grow;
Think small, and you'll fall behind;
Think that you can, and you will;
It's all in the state of mind.

If you think you're outclassed; you are;
You've got to think high to rise;
You've got to be sure of yourself before
You can ever win a prize.

Life's battles don't always go
To the stronger or faster man;
But sooner or later, the man who wins
Is the fellow who thinks he can.

Acknowledgments

I wish to thank my friends at Bird & Son for their thoughtfulness during my recent bereavement, and I want to thank especially my fellow-workers at the Roofing Plant who gave me help when it was needed.

Elmer Jordan.

I wish to thank my friends at Bird & Son for the flowers and the kind expressions of sympathy during my recent bereavement.

Thomas Smith,



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	American Twins Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Super Twins (Thick Butt)	Hex-Twins	Individuals
Custom Built	Lock-Butt	Multi-Bric Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Waterdyke	Selvage Edge	Slate Surfaced

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Paper Mulch	Reenforced Paper	

BIRD Wall Board

NEPONSET Board, Cream White	American Board
SUPER-NEPONSET Board	SUPER-NEPONSET Board, Tile Design

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Air Cell Insulating Board
BIRD Insuliner	BIRD Insulating Blanket
Paroid Built-up Roof	BIRD Deadening Felt
Plastic Cement	Roof Coating
	BIRD Super Building Felt

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring
BIRD Rug Border		BIRD Lining Felt
BIRD Carpet and Rug Cushion		BIRD Saturated Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases	Wood Frame Fibre Shipping Cases
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Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Flower Pot Covers
	Earth Bands

Special Paper Division

Standard Pressboard	—	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes		
Cable Insulating Papers		Binders' Board



{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XX

March 1932

No. 3

BUSINESS COURSES

TUESDAY, March 8th will mark the close of the first sixteen-weeks course conducted under the direction of the Bird Club Educational Committee.

For the first time in several years an attempt has been made to hold a class here in East Walpole, and the attempt has been more than successful. A popular and practical subject was chosen,—Industrial Organization—and forty men enrolled for the course. Arrangements were made with Professor Fish of the State University Extension to meet the class on Tuesday nights at the Bird Club. At each meeting informal discussions are held, covering the particular subject under consideration for that night. Problems of management, record keeping, cost accounting, setting and maintaining of standards, fixing wages, etc. are taken up and ample opportunity is given for those in the class to ask questions or express their opinions on any subject.

The course has of necessity been somewhat elementary, because it was entirely new to many of the men taking it. Nearly all parts of the mill have been represented in the class—there are men from both No. 1 and No. 2 Box Shops, the Paper Mill, Engineering, Maintenance, Flooring Plant, Roofing Plant, a large number from the office, and several men connected with other firms in Walpole and Norwood.

Plans for Next Year

With the closing of this class the Educational Committee is now making plans with regard to future courses to be given either this Spring or next Fall. A list of suggested courses was published in the *Review* last month, and if there are enough people interested in these or other courses not yet mentioned, the Committee will be more than glad to organize and make all arrangements for such classes.

A continuation of the present course is being discussed among the members of the class and the committee to take the form of a course in "Business Problems" to be given next year. Rather than have this course conducted by one lecturer, it will be planned to have guest speakers, men who are specialists in different lines. Each speaker will talk on some particular subject which relates to business in general or our own business in particular. The same opportunity for asking questions and for discussion will be given. The course will be entirely new, and will be open to any one at Bird & Son, whether they have taken previous courses or not.

Enrollment in these courses is not limited to men; women are cordially invited to sign up, if they are interested. The cost of the course depends on the number of people enrolled, but it will probably be less than the cost of a similar class in Boston, and of course, there will be no transportation expense.

We are listing again the suggested classes which were published in last month's *Review*. Look them over carefully, and be sure to communicate with some member of the Educational Committee, if you are interested. It is not too late to organize an eight week course this Spring.

1. Business Finance—Professor Fiske of M. I. T.
2. Industrial Economics—Professor Fish.
3. Mental Hygiene—Dr. Knight of Harvard.
4. Business English—Mr. Donnelly, Boston School Dept.
5. Contemporary Literature—John Clair Minot, Boston Herald.
6. Paper Course—Professor Sampson, Northeastern.
7. Mathematics—Professor Sampson, Northeastern.
8. Gardening—Professor Salter, Norfolk County School.

The Educational Committee is as follows: E. H. Coleman, Chairman; R. C. Floyd, M. R. Beasley, W. S. Jackson, E. M. Grout.

FIRE BRIGADE MEETING

PLANs are being completed for the Annual Meeting of the Fire Brigades, Safety Committees, Emergency Corps, and special guests, to be held this year Tuesday, March 8, at Bird Hall.

The speaker of the evening is to be Mr. Everett F. King, Safety Inspector of Lever Brothers in Cambridge, who will talk on "Fire Prevention and Safety." Five men from the Lowell District of the New England Telephone and Telegraph Company are to put on a First Aid Demonstration, and a group of Bird & Son men are rehearsing a one-act Safety play called, "How Did It Happen?" Those taking part are as follows: Maurice J. Tarr, Frank Eisenhaur, Donald Ross, and Everett Rockwood.

The usual "eats and smokes" will finish off the evening. Next month's *Review* will contain the complete story of the entertainment.

SOCCER NOTE

BIRD & SON Soccer Team will open its Spring Season the first Sunday in March with the Needham Town Team at East Walpole.

Five games are still to be decided in the League race, with Clan McGregor and Bird & Son looking good for the medals and play-off championship.

SUGGESTIONS

AT the meeting of the Suggestion Committee on February 3, 1932, the following suggestions were given awards:

Awarded \$10.00 for showing a savings in manufacturing cost:

Friction on Shingle Sheet R. H. Simmons, FBPM1

Awarded \$5.00, suggestions of intangible value:

Additional Switch for Lights Guido Fabiano, FBX

Walk Front of Driers on DMPM5

Vincent Grudinsky, DMPM5

Burlap Bag for Waste Paper from HM Laboratory

A. Gerald Hazlett, EMY

Substitute Wheels in Place of Handles on Bench Clamp

Edward Heaver, FXG

Extension on Clutch Handles Laurence Hubbard, FXR

Improving Messenger's Route Frank J. LaCivita, P Office

Stickers for FFR Catherine L. Mahoney, VK

Container for Holding Immersion Bulb of Foxboro Recording

Thermometer Stanley S. Phillips, PBL

R. H. Simmons, FBPM1, and Vincent Grudinsky, DMPM5, were awarded an additional \$10.00 for having had five suggestions accepted.

CORRECTION

LAST month we made the statement that "to our knowledge" Mr. Charles T. Derry was the oldest man connected with Bird & Son. "Our knowledge" has increased since that time, and we have learned of two men who are even older than Mr. Derry.

W. K. Smith of the Chicago Flooring Office observed his 80th birthday on February 6th (congratulations to him) and Aaron Rhoades, another retired East Walpole worker, is 86 years old.

We are sorry the incorrect statement was made last month, and we thank those who informed us of these two other fine old timers who hold first honors in the matter of age.

COURSE IN FIRST AID

TWENTY-FOUR people are reporting to Bird Hall every Monday night for a six weeks' course of free instruction in First Aid. The class was organized on February 15th under the direction of the Scoutmasters' Training School and is conducted for the American Red Cross by Mr. Hilton of the New England Telephone and Telegraph Company.

It is proving a very worthwhile course full of practical, useful information. The classes last from one and one-half to two hours. To those who complete the course successfully a Red Cross Certificate in First Aid will be given.

DEATH OF FORMER EMPLOYEES

WE have received word this month of the death of three former Bird & Son workers—William Jarlis, Joseph Mitchell, and Allen Russell.

Mr. Jarlis had worked for Bird & Son fourteen years, starting in the Beater Room in May, 1918. In October, 1931, he was forced to give up work because of his health. His death occurred in Boston on Sunday, January 31st.

Mr. Mitchell and Mr. Russell both worked at the Roofing Plant, the former from March, 1914, to May, 1931, and the latter from 1925 to August, 1929. Mr. Mitchell died on February 23rd, and Mr. Russell on February 19th.

BIRD CLUB AMATEUR NIGHT

THE next entertainment of the Bird Club is in the form of Amateur Night on March 18th. Arthur Wilson is Chairman of the Committee and announces that cash prizes of considerable value will be given to the winners. Any men from Bird & Son can compete, and some fine local talent is assured. Reserve the date now for another enjoyable evening.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during February.

			Yrs.
Aaron Rhodes	3- 9-1887	Retired	45
G. R. Wyman	3-17-1887	Vice-president and Manu- facturing Manager	45
James Kivlin	3-20-1892	Paper Mill	40
Dan A. Jones	3- 4-1897	Paper Mill	35
Emanuel Johnson	3-11-1898	Maintenance	34
William J. Quinn	3- 9-1900	Paper Mill	32
Bartley O'Donnell	3- 1-1905	Maintenance	27
Harry Bellew	3-10-1907	Roofing Plant	25
John S. Mattson	3- 4-1908	Roofing Plant	24
Dennis Driscoll	3- 4-1909	Roofing Plant	23
William Morrisey	3-29-1910	Maintenance	22
Everett Lindequist	3- 3-1911	Roofing Plant	21
Felix Thompson	3-10-1911	Paper Mill	21
John Peza	3-13-1911	Roofing Plant	21
Salvatore Lacivita	3- 8-1912	Roofing Plant	20
William Quinn	3-21-1912	Box Shop	20
Camillo DePlacido	3-22-1912	Roofing Plant	20
Mike Yasonis	3- 5-1917	Finishing Mill	15
Tony Yahaskey	3-26-1917	Paper Mill	15
A. J. McDonald	3-29-1917	Maintenance	15
Girolamo Rignonese	3-14-1922	Box Shop	10
Wm. C. Head	3-20-1922	Box Shop	10
John T. Andrews	3- 7-1927	Office	5
Joseph Erker	3- 7-1927	Office	5
Leon Bahonski	3-10-1927	Roofing Plant	5
Joseph Thomas	3-10-1927	Paper Mill	5
Nicholas Radzwill	3-28-1927	Roofing Plant	5
Mary H. Nixon	3-28-1927	Finishing Mill	5
John Kwiatkowski	3-28-1927	Roofing Plant	5
Wm. J. Urquhart	3-29-1927	Box Shop	5
John Healey	3-30-1927	Flooring Plants	5
PHILLIPSDALE			
Henry Phelps	3- 7-1909		23
Helge Holter	3- 4-1912		20
CHICAGO			
Rica Lampton	3-15-1922	Office	10
David Calhoun	3-20-1922	Roofing Plant	10
Walter Bauer	3- 1-1927	Roofing Plant	5
Robert L. Rush	3- 3-1927	Maintenance	5

Notes From Plants and Offices

MAIN OFFICE AND SALES

We welcome William Walker, Assistant in Mr. Floyd's department, and Ralph Hall, Flooring Sales Correspondent.

Bill Nelson, we learn, has gone to Eastport, Maine, to sell Roofing at 20 below. We wonder if he has been swimming yet!

Anna Wacks of the Statistical Department left work on Saturday, February 20th, and on Sunday night, the 21st, was married to Mr. David William Caroline of Brockton. Congratulations and best wishes.

Bowling alleys are now equipped with showers. For further information see Edith Goodwin, Box Sales Department.

When is a shower bath not a shower bath? If you wish to answer this question, see Peg Turner, Cost Accounting Department.

PAPER MILLS

East Walpole, Mass., Mill

Charles Knaus, it is rumored, is in the market for a tandem bicycle—one with a winter top preferred.

One cold morning recently Mike Burke came in to work and said that he had lost one of his gloves and went back to look for it. After looking some time he found it on his hand. He said that was the second time that happened to him, the first time being some years ago when he lived in South Walpole.

We are glad to say that Jerry Collins is taking up a course in Steam Engineering in one of Boston's trade schools. Good luck to him.

Every season the boiler room is well represented in these schools, with an appreciable result to all concerned.

John E. Maguire of No. 3 Machine is now eating "blood oranges."

Jack Bradley recently tried to do some figure skating, but the only figure cut was on his knee.

Frank Nyborn will soon be a full fledged typist after completing his evening course.

Herman Barker, who is now driving a Ford, is seriously considering the purchase of an automobile.

Clarence Bergstrom has been elected the "Beau Brummel" of the mill laboratory.

Phillipsdale, R. I., Mill

Mike Kurda has been transferred to the Cutting Room.

Everett Macomber has a "new to him" Oldsmobile sedan.

Clarence Pierson still holds the record for moving. When this review went to press he was living on Alice Avenue.

Thomas Horridge has a "new to him" Chevrolet.

We are glad to see that Joe Borges is at work again after an attack of gripe and measles.

Fred Pierson announces the birth of a daughter on January 29 named Joan Elsie.

Albert Carlson also announces the birth of a daughter, Marilyn, on January 31.

Miss Neill and Miss McKenna have given up riding in a Pontiac, they now come to work in a new truck. Some class!

Leslie Howard announces the birth of a son, Leslie Barton Howard, on February 21, 1932.

BOX FACTORIES

No. 1 Box Shop

Mike Verderber appeared at work recently attired in a beautiful plum colored suit.

Mary Long of the Corrugated Department, was tendered a shower at the home of Alice Connolly on February 2nd. Mary was married to Louis DiCicco of Boston on February 9th. We all join in wishing the couple all success and happiness.

Billy "Goat" Head's Franklin has finally succumbed to the ravages of old age.

Joe Keefe recently sat through two full shows at Loew's Orpheum. We wonder why?

Jerry Rignonesi is still out with a broken ankle. Here's hoping for his speedy recovery.

Alli Sorjanen is another Box Shop girl we have lost. She was married January 31st to Norman Wright, a former Bird & Son worker. Good luck to you both!

We welcome Mary Blazic and Frances Santoro to the Corrugated Department.

Herb Lewis has some chow pups for sale, at a very sweet price indeed.

If the new Ford doesn't get here soon, Wiggin will be walking. His crate, unlike some things, doesn't improve with age.

Sure signs of Spring. Bob Morse is talking about buying a new car!

John Locke is back at work, after a week's illness with jaundice. He still looks slightly saffron around the gills, however.

No. 2 Box Shop

Frank Meyer of the Printing Department went in to see the hockey match between the Bruins and the Rangers at the Garden the other night. Some one there must have been the jinx because the Bruins lost and right up until then they always seemed to have everything very much their own way with the Rangers. We think Frank had better stay away from the Garden after this, because the Bruins right now need all they can get.

William Jackson and Frank Eisenhour have enrolled in the Red Cross First Aid Class that is being held in Bird Hall every week, and if everything goes all right there will be two Red Cross first aiders in No. 2 Box Shop.

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Michael Morrissey has just welcomed a baby boy into his home. Congratulations!

Domenic Cisternelli received a special Valentine this year—a baby girl.

John Conroy has a new iron hat, a helmet from the Norfolk Fire Department. We think he paid for it himself. If he ever shies it into the Norfolk political ring, the candidates will do well to watch their toes. Take a bag of soapstone to christen it, John.

We extend our sympathies to Bill Letts on the death of his father.

Luigi Cicoloni has joined the long list of benedicts at the Roofing Plant, being married during the month to Mary Fosschi from Dorchester.

Rob Roy looks quite classy in his new second hand car, Rob now drives a Pontiac.

Ed Lincoln motored up to Vermont over the holiday.

Stanley Phillips and Ralph Clifford have turned mechanics, both attempting to make new Fords out of old ones. The only difference between them is that Ralph is driving his again but we have not as yet seen Stanley with his. Better call in a real mechanic, Stan.

Lost: A pair of brown fur lined gloves at Bird Club Athletic Night at Junior High, Norwood. Anyone finding, notify Tom Smith, Roofing Plant.

Paul De Laiaro is a candidate for Planning Board in East Dedham. Good luck to you, Paul!

Chicago Mill and Office

The new 5 x 10 Ping Pong tables have been installed and the game is becoming more popular every day. No one ever plays bridge anymore, and we are wondering what effect it will have on the Horse Shoe pitching contests this summer.

The new variegated blends are certainly a "Wow" and we expect them to prove very popular. The salesmen have all commented very favorably on them, and we also have some very nice letters from dealers who have had samples.

Glenn Young has recently adopted one of the newest ideas in plant safety, and this explains the Bright Red color on all machinery. The idea is that if you see it you will not run into or fall over it. The bright color also created an incentive to keep the machinery bright and shiny. It sounds terrible, but really isn't at all bad, in fact, it's a decided improvement.

"Bill" Wilson spent several days up in Minnesota with W. A. MacDonald.

Mr. Hird recently conducted a Safety Forum at the Morton High School which is located on the West Side—in the factory district. The speaker was Mr. Frank H. Harrison, whose subject was "Boneheads."

FLOORING PLANT AND OFFICE

The Waxed Back Boys do not tolerate cake eaters, but still Walter Sword says he likes "angel."

Silvio Tronti of the Undercoat Department has been sick for the past few weeks, and is still out at this writing. We hope he will be back soon.

Elton Hamilton says his car is like new since it was overhauled. That is not bad for an Essex.

The Print Machine Special rolled out of the North Station on Sunday, February 14th with 32 "Waxed Backs." We won't bother to give you the names, because regular readers of the *Review* will be able to guess about who they are. It is really too bad the Flooring Plant is so far away from the other plants. Otherwise we might offer them invitations to these events.

We had a private observation car on the 1st section of the Minute Man. The boys drifted through the rest of the train and brought back enough partners to make a lively party. On arrival Clarence Phillips was crowned Snow King and Miss Ford of Norwood, well known at Bird & Son, was elected Snow Queen.

William Pratt is the main attraction these days. He was best man at his brother's wedding. Billy gave all the maids, young and old, a break.

Ira Treen welcomed a little daughter into his home on February 1st.

Frank Clem, the well-known hockey player of these parts, recently got banged up a bit in a game at Brookville. His story is that it was a hard and fast game, but we know that the true story is that he was standing around admiring some fair damsel and the opposing team just swept him around the rink.

Leo Clarkin has purchased a new Ford coupe.

Ralph Nutter has his Studebaker all shined up and on the road again.

Walter Sword has purchased a Nash sedan.

Chicago Flooring

At some time or other during our lives we meet a person whom we admire tremendously—for his fine character, his personality and his sterling qualities in general. We have in our organization such a man—W. K. Smith. We want to take this opportunity to tell him how happy we are to be able to know him, and work with him.

On February 6th he celebrated his 80th birthday, treating the office force with a box of candy. The office united in giving him a bouquet of flowers.

We want to extend to Mr. C. B. Miller our deepest sympathy in the loss of his mother on January 12.

Eats of the Month:—

Miss Hausherr of the 76th Street office brought some very delicious home made fudge to the downtown office.

Mary Curran favored us with one of her famous devil's food cakes on her birthday. Marie Lester presented Mary with some fudge, which was also enjoyed by the mass.

Ida brought down some very tasty cookies which she claims she made. We hope you didn't use your grandmother's false teeth to make those scallops on them, Ida.

Tom Howells played the part of Dan Cupid this Valentine's Day by bestowing upon us a very attractive heart of candy.

MEN'S BOWLING LEAGUE

Standing of February 18th

AMERICAN LEAGUE	Won	Lost	Average
No. 1 Box Shop Shipping.....	54	14	.794
No. 2 Box Shop.....	44	28	.611
Roofing Machine Shop.....	40	28	.589
Engineering.....	30	34	.469
Paper Machines.....	30	34	.469
Flooring Machines.....	11	45	.196

NATIONAL LEAGUE	Won	Lost	Average
Roofing Machines.....	57	7	.890
No. 1 Box Shop.....	45	27	.625
Accounting.....	34	30	.531
Rug Finishing.....	19	41	.316
Roofing Shipping.....	14	50	.219
Messengers.....	14	54	.206



Broadcast Safety Knowledge

FEBRUARY seems to have given us a new lease on life, and so far this month (the 24th) we have not had any lost time accidents. There are 312 days more in 1932—most of them working days—and that gives us 312 days to practice what we believe in—SAFETY FOR ALL, ALL THE TIME.

The longer a man works at his job, the better he becomes acquainted with it. He finds short cuts and better ways of doing it—and many times he discovers how to work more safely. It may be only a little change, a different motion, or a different way of handling his tools or running the machine. He may think it is so slight that it is not worth mentioning. But *all these things count*.

Pass on your information and your knowledge, even if it doesn't seem much in your own estimation. It will help someone. Broadcast your ideas and you may save one of your friends a serious accident. An idea isn't much good until you give it a chance to grow. The more people know about it and use it, the better it will become.

First of all work safely yourself, and after that report to your local Safety Committee man all unsafe conditions which you have noticed, and try to offer him some solution for guarding against them. Tell him of any ways you may have found to do the job safer. Work with him all the time.

That's the way to broadcast safety, and you don't have to "hire a hall" and make yourself obnoxious in doing it.

Make safety a part of your job; then your job and everyone else's will be the safer for it.



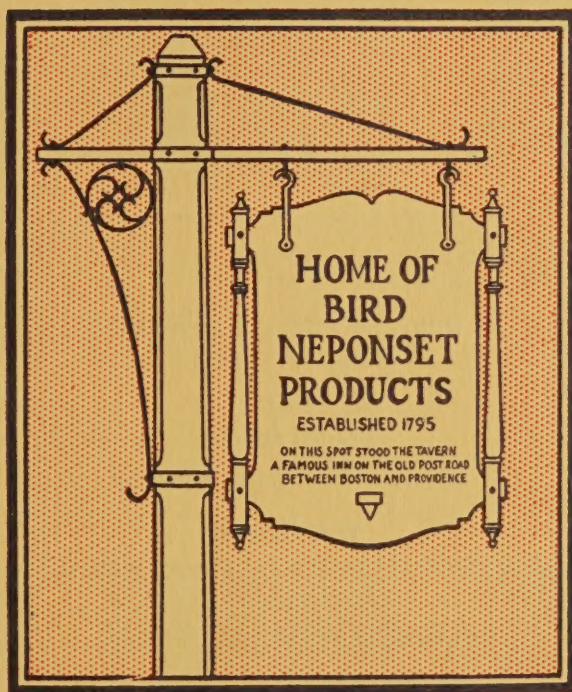
Acknowledgments

I wish to thank my friends at Bird & Son for the flowers and the kind expressions of sympathy received during my recent bereavement.

William Letts.

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XX NO. 4

APRIL 1932



Established 1795

BIRD & SON

(incorporated)



East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plant
Norwood, Mass.
Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN

Vice-President, ELMER H. BARTLETT
Sec. and Treas., AXEL H. ANDERSON

Directors

PHILIP R. ALLEN
AXEL H. ANDERSON
ELMER H. BARTLETT

CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE

JOHN R. MACOMBER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Paper Sales Division
Vice-Pres. and Mgr.
E. H. BARTLETT

Roofing Sales Division
Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales Division
Manager, C. H. ANDREWS
Carton Sales Division
Manager, A. M. CLAFEE

EXECUTIVE

Asst. to Pres., R. C. FLOYD
Treasurer and Comptroller,
A. H. ANDERSON
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Auditor, W. C. AHLGREN
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Flooring Div., J. E. GRAHAM

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. WYMAN
Staff Engineer, B. H. ROBERTS
Manufacturing Staff, P. N. HILLS
Gen. Supt., E. Walpole, C. W. CONRAD
Supt. Paper Div., R. A. WILKINS
Supt. No. 1 Box Factory, R. L. TUPPER
Supt. No. 2 Box Factory, W. S. JACKSON
Supt. Felt Div., T. G. HENDERSON
Supt. Flooring Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN

WESTERN ROOFING DIVISION

Manager, F. H. HIRD

Sales Manager, W. W. WILSON

Superintendent, J. G. YOUNG

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, BROCKTON, MASS., SOUTH KEARNY, N. J.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P. R. ALLEN

Vice-President and Sales Manager, H. E. SAWYER, JR.

Secretary and Treasurer, A. H. ANDERSON

Eastern Manager, W. B. ROGERS, JR.

Western Manager, R. W. WESTCOTT

Branch Offices

Boston, New York, Chicago

Warehouses

ALBANY, BALTIMORE, BROOKLYN, CAMDEN, CHICAGO, CINCINNATI, CLEVELAND, DALLAS, DAVENPORT, DETROIT,
EAST WALPOLE, HARTFORD, INDIANAPOLIS, KANSAS CITY, LOS ANGELES, MILWAUKEE, NEWARK,
NEW ORLEANS, PEORIA, PITTSBURGH, RICHMOND, SAN FRANCISCO,
ST. LOUIS, ST. PAUL, SEATTLE

BIRD'S NEPONSET REVIEW

Vol. XX

April 1932

No. 4

WE SALUTE OUR OLD TIMERS

One Hundred Eleven Workers Have Service Record of Twenty-five Years or More

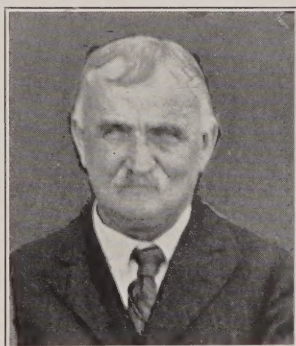
HOW many men have worked for Bird and Son twenty-five years or more? What is your guess?

We are frank to admit that our guess was about fifty workers, and even then we thought the guess was too high—until we looked the figures up and found that there are 111 workers

after about 10 years, was soon made yard foreman which position he still holds today, together with his Fire Brigade activities. He holds the remarkable record of having worked for the entire fifty-four years without a day lost on account of sickness or accident. Today he is still on the job, making many a younger man



*John H. Smith, Yard Foreman,
54 years*



*John M. Smith, No. 2 Box Shop
Shipping Department, 53 years*



*Thomas P. Maguire, Retired,
52 years*

now on our payroll who have passed the twenty-five year mark or who will pass it this year. Eighteen of them will be above the forty-year mark this year. It is a really wonderful record of loyalty and service.

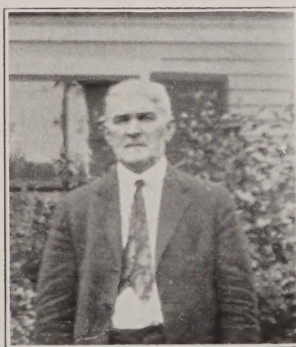
Heading the list of "grand old timers" is John H. (Jack) Smith, Yard Foreman, who on May 14th of this year will celebrate his 54th anniversary with the company. Jack started work in the beater room, was transferred to outside work

look to his medals in getting things accomplished.

Second in rank of longest service is another man who is still on the job; his name is Smith, too—John M. (Professor) Smith of the No. 2 Box Shop Shipping Department. He passed the fifty-year mark on April 9, 1929, one year later than Jack Smith. The name "Professor" was given to him when he graduated from high school in 1877 and has always stuck with him since. He started work in the beater room, but he has



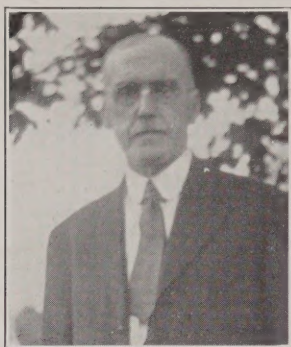
*John H. Maguire, Paper Machines,
50 years (in October 1932)*



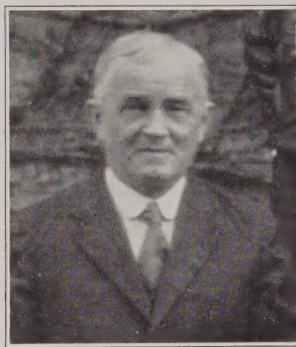
*James J. Geary, Paper Machines,
49 years*



*Elmer H. Barilett, Vice-President,
47 years*



*Richard McCabe, No. 1 Box Shop,
47 years*



*James E. Smith, Paper Machines,
47 years*



*Fannie Murphy, No. 2 Box Shop,
46 years*

also worked as fireman, engineer, teamster, repair man, and finisher. About the only place in the Paper Mill where he has not worked is on the paper machines themselves.

The last fifty-three or four years have brought about unbelievable changes in Bird & Son. Jack and Professor Smith can easily look back to the time when our whole organization consisted of only a few buildings; they can tell you of the coming of the railroad to East Walpole; the change from the horse drawn wagon to the modern motor truck; the building of our Box Shops, Roofing and Flooring Mills, and the complete change in our mills, first from water power to steam, and then from steam to electricity.

Thomas P. Maguire, who began work here in 1880 is now retired, but at the time of his retirement in 1924 he had served a long and faithful term of forty-four years in the Cutting Room. He is still in the best of health enjoying life and keeping up his Bird & Son associations, making his home in Norwood but spending most of his winters in Florida and part of his summers in New Hampshire.

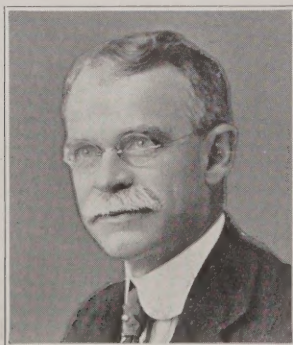
In October of 1932 we will have still a third fifty-year man working in our midst—John H. Maguire, of the Paper Mill. He has always worked on the machines and for many years was night foreman at the Paper Mill. What he doesn't

know about paper making isn't worth knowing. He has served for many years as a correspondent on the *Review* and his spicy comments still appear in nearly every issue. We will have still more to say about him next October when his anniversary rolls around.

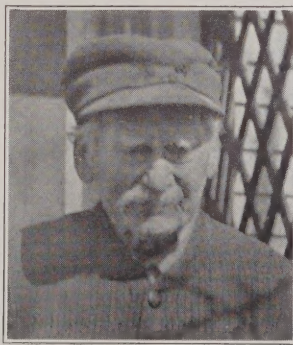
James J. Geary, machine tender on No. 5 Machine came to work for Bird & Son in 1883, which means that July of this year will complete forty-nine years of loyal service for him.

Three men joined Bird & Son's forces in 1885, our Vice-President Elmer H. Bartlett, Richard C. McCabe, of No. 1 Box Shop, and James E. Smith, foreman in the Paper Mill.

Mr. Bartlett is the Dean of our Sales force, and has been Sales Manager in charge of Special Papers for many years. He has "worked up" in the company, and the interesting story of his life can be found in the article which appeared in the *Review* at the time of his forty-fifth anniversary. Mr. McCabe started work in the Sorting Room, and soon changed to night watchman service, where he remained for more than thirty years. He is now in the Wall Board Department of No. 1 Box Shop. Mr. James Smith has always worked on the paper machines, working up from cutter boy to machine tender. He was the machine tender on No. 5 Machine when it first started, and held that position twenty years, after which



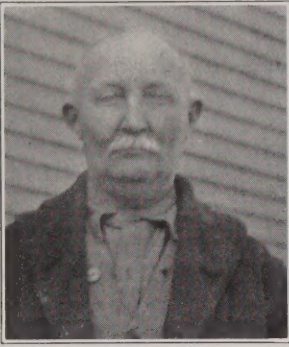
*George R. Wyman, Vice-President,
45 years*



*Aaron Rhoades, retired,
45 years*



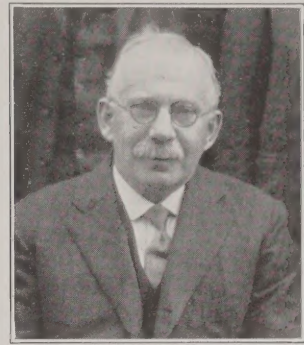
*Mary Friary, retired,
45 years*



*August Hildebrandt, Paper Mill,
43 years*



*Thomas Graney, Maintenance,
42 years*



*Carl Schaier, Retired,
42 years*

he was made General Night Foreman of the Paper Mill.

The next year, 1886, is the year in which Fannie Murphy of the No. 2 Box Shop started work. She is our oldest woman, in point of service, and one of the most efficient workers. She is at present in charge of the Flower Pot Folding Department, and things keep humming under her guidance.

In 1887, Vice-President George R. Wyman started work for the company on St. Patrick's Day. It proved to be a lucky day for him. This year marks his forty-fifth anniversary, which is told about elsewhere in this issue. Two other workers, now retired, also began work in 1887—Aaron Rhoades and Mary Friary. Mr. Rhoades has the distinction of being the oldest man connected with Bird & Son—86 years old. He is still active, and when we called at his home to take a snapshot of him, we found him busy at work, but happy to stop to have his picture taken and talk about old times.

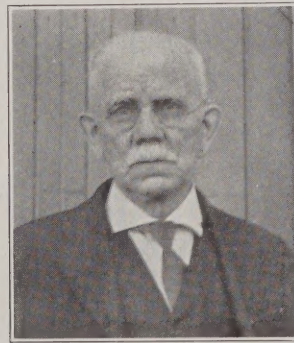
Miss Friary worked as a packer in the Roofing Mill until the time of her retirement in 1929. She now lives at her home on Mylod Street which is on the crest of a hill, overlooking the town of Norwood, with the Blue Hill in the distance. She remembers with pleasure her many years of active work with the company, and still enjoys keeping up the associations.

August Hildebrandt, a forty-three year worker, has always worked in the Paper Mills, and has been the beater man on No. 4 machine ever since it was installed. Thomas Graney of the Maintenance Department and Carl Schaier, retired, have both been with the company 42 years. Mr. Graney started work in the Sorting Room, was transferred to the Maintenance Department in 1912 and is now the foreman of the Oiling and Cleaning Department. Mr. Schaier began work as a machine man, was later made foreman, and finally became Assistant Superintendent in 1918, holding that position until his retirement because of ill health in 1930. John J. White, inspector at No. 1 Box Shop passed his forty year mark last year. He too began work on the Paper Machines, was later transferred to the Box Shops, and became Head Inspector of No. 1 Box Shop in 1918. Martin King and James Kivlin are the two 40 year men for 1932. Mr. King first started work on the paper machines but for most of his time here he has been a piper in the Maintenance Department. He will observe his fortieth anniversary on July 14th of this year.

James Kivlin's anniversary was passed on the 30th of March. For forty years he has kept the stock transfer records, and if it could be estimated, it would be interesting to know the number of tons of paper stock that he has kept a



*John J. White, No. 1 Box Shop,
41 years*



*James Kivlin, Stock transfer,
40 years*



*Martin King, Maintenance Dept.,
40 years*

record of in that length of time. He has been associated so long with that office that it would seem queer indeed to pick up the telephone, call 357-2, and not hear his familiar "Hello!" We wish him many more years of service and good health.

Ninety-three other names appear on the list of workers with a twenty-five year record. Included on that list are workers from all our East Walpole and Norwood Mills, office workers and Executives. We could not mention one name without mentioning all the others, and so we are glad to print the complete list which appears below. You will notice that out of the entire group there are only four who have retired.

1894—James Hammond, DMB; Marshall Grant, ERE; A. R. Jenkins, FFSM.

1895—Frank Fisher, PV; Vitus Gleichauf, ERE; Frank Murphy, DFC; John Dower, EMP.

1896—W. F. Geary, DF; Hattie Willis, Retired; A. C. Urquhart, EMW.

1897—Dan A. Jones, DMP; John J. Linnehan, DMP; George Doderer, DMB; Annette Blaney, L; Andrew Walker, DMB; Chas. T. Derry, Retired.

1898—Henri Davenport, RC; Emanuel Johnson, EML; Eric Anderson, EMM; Andrew Mannion, FBF; L. L. Thompson, CE; P. R. Allen, B; Florence E. Holmes, Retired.

1899—John Hale, DMC; Albert Erickson, FFR; Michael Sheehan, FBB; John Sullivan, EMY.

1900—William J. Quinn, DMP; Edward Bonner, DMB; Kenneth McLennon, DMB; A. E. Souther, FX2.

1901—Carl V. Smith, DMB F. W. Welch, FXG; George W. Towle, Jr., VT; Michael Powers, EMY; Mary Sline, FXR; Coleman Howe, DMT; Harry L. Tower, FXW; John Fitzgerald, Leave of Absence; H. L. Engley, EMW; Ernest Stather, FXB; Harry Mann, EK; Annie Brown, Retired.

1902—Joe Knaus, DMP; May Gardner, CB; H. H. Miller, Retired; Fred W. Shepard, VJ; Charles Knaus, DMP; John Sheehan, FBF; Martin O'Donnell, EMY; John Spillane, DMP.

1903—Gustaf Johnson, FBV; Patrick Hessian EMM; Halburton Dobbins, SM; John Kirby, DFF; Walter Sword, Jr., DMP; James Hadden, EMW; John Eppich, FBP; Eric Johnson, DFW.

1904—Patrick Coughlin, DMB; P. H. Bailey, CE.

1905—Henry Hartig, EMW; Bartley O'Donnell, EMY; H. B. Fuller, CX; Mary McKinnon, FXB; Antonio Paddock, DMC; S. C. Traudt, Jr., CE; Michael Burke, DMB; Robert Roy, FBQ.

1906—Mary Scanlon, FXP; James Kelly EML; Sam Graves, VJ; L. P. Balduf, DMB; M. J. Hawkins, K; Dennis Broderick, VJ; David Heylin, EMZ.

1907—Robert Morse FXV1; Daniel Reardon DMB; Dennis Lowney DMB; Michael Smith EMW; B. D. Rogers, G; Harry Bellew, FBM; Michael J. Mohan, FBF; Patrick Reardon, FBP; Paul Krucas, FBF; Edward Fitzgerald, Leave of absence; Chester H. Andrews, CX; A. H. Russell, K; John Blazonis, DMB; Victor Purdy, EMW; Alice Fales, Boston Office; Timothy Reardon, EMM.

A SHORT, SAD STORY

As the parting instructions were being given, the fresh young salesman picked up his bag and started on his initial trip. "Good luck to you," said his chief; "wire us important news."

The following day this message was received: "Reached here safely, good room with bath, feeling fine."

The manager wired back: "So glad, love and kisses, return samples, good bye."

SALES CONTEST

A four-weeks Sales Contest on Rug and Carpet Cushion is in full swing in the Flooring Sales Department. It started on March 4th and runs through March 31st. The contest is being run in two sections, one prize being offered for the largest number of orders shipped, and the other for the greatest value of orders shipped. F. H. Bagley is at present (March 18th) leading in both contests, with the period just half over.

The standing on the number of orders is as follows:

- | | |
|------------------|-------------------|
| 1. F. H. Bagley | 7. H. Smith |
| 2. J. R. Maraist | 10. G. B. Cocke |
| 2. N. F. McCann | 10. H. S. Hirsch |
| 4. I. S. Bailey | 12. B. Epstein |
| 5. R. V. Garner | 12. A. J. LeBlanc |
| 6. W. R. Feeley | 14. W. J. Miller |
| 7. A. L. Hayden | 15. R. W. Graffam |
| 7. I. C. Post | 16. E. R. Guise |

The standing on the greatest value of orders shipped is as follows:

- | | |
|------------------|-------------------|
| 1. F. H. Bagley | 9. A. L. Hayden |
| 2. R. V. Garner | 10. N. F. McCann |
| 3. I. S. Bailey | 11. J. R. Maraist |
| 4. W. R. Feeley | 12. H. S. Hirsch |
| 5. R. W. Graffam | 13. W. J. Miller |
| 6. I. C. Post | 14. E. R. Guise |
| 7. B. Epstein | 15. A. J. LeBlanc |
| 8. H. Smith | 16. G. B. Cocke |

In next month's *Review* we will publish the names of the winners.

QUESTIONS AND ANSWERS

1. What men now at the Roofing Plant were there when it started in 1904?

2. Where is the *Neponset Review* printed?

3. How many men have worked on the construction of the new Warehouse between No. 5 Machine Room and the Finishing Mill?

4. Where is our new Rug Cushion manufactured?

5. What is a couch roll?

Answers to these questions will be found on Page 8.



A Camping Scene in the White Mountains taken last summer by H. L. Tower of No. 1 Box Shop

Roofing Machines Team Wins Championship

Roofing Machines Team is the Championship Team of another bowling season, winning by 206 pins in the play off with No. 1 Box Shop Shipping Team on Friday night, April 1st. The two teams

them goes most of the credit for the fine entertainment.

Ivy Claire and Naomi Andrew, both of them familiar to Bird & Son audiences presented new songs and dances which everyone enjoyed. Miss Claire gave special attention to several members of the audience, especially Bob Morse and his necktie! Marguerite Norton, another familiar entertainer, accompanied Miss Claire and Miss Andrew at the piano.

Suitable prizes were awarded by J. A. Sheehan to the members of the championship team, and to the various high-scoring bowlers for the season. All in all, it was an evening which no good bowler would want to miss.

The standings of the two leagues are given below, and the list of the fifteen highest individual averages:

American League

	Won	Lost	Per Cent
FXV1.....	71	17	.806
FBM.....	51	37	.580
FX2.....	49	39	.556
DMP.....	37	43	.462
EM.....	34	50	.405
FFP.....	13	55	.191

National League

FBP.....	78	10	.885
FX1.....	59	29	.670
A.....	45	35	.562
FFR.....	27	53	.338
VM.....	22	66	.250
FBV.....	14	66	.175

(Continued on Page 6)



The Roofing Machines Team, Championship Bowlers
Left to right: Teodori Michienzie, Captain; Tom Smith,
Sam DiFlaminies, Alex Alexandrini, and Paul DeLararro

had been pretty evenly matched until the play off, but when the boys from the Roofing had finished Friday night, there was no doubt left as to who were the champions. This is the fourth consecutive season for them to win final honors.

No. 1 Box Shop Ship still retains its position at the head of the American League. The other ratings for the season are as follows:

High Individual Average—Howard White, 100-55.

High Individual Single String—Edward Knaus, Paper Machines—141.

High Individual Three String—Teodori Michienzie, Roofing Machines—348.

High Team Single String—No. 1 Box Shop Shipping—570.

High Team Three String—No. 1 Box Shop Shipping—1595.

The banquet and entertainment were held on Saturday, April 2nd. in Holman Hall, Norwood. Tom Holman prepared another of his famous "lay-outs", with Hot Roast Sirloin of Beef as the main attraction, so we can rest assured that no one left the table feeling hungry.

After the ice cream, the floor was cleared and the entertainment began immediately, without the inconvenience of a long bus ride to the theater. The Variety Entertainers, were three men, with an act which well suits their name. They played three times during the dinner, and presented two clever acts during the regular entertainment. To



No. 1 Box Shop Shipping Bowling Team, leaders in the
"American League." Back Row: Fred Jonah, John Keefe,
Ernest Koebe. Front Row: Ralph Farris, Captain, William
Geary

Bowling News (continued)

The fifteen highest individual averages are:

	Team	Total Strings	Total Pin Fall	Average
Howard White.....	FX1	66	6655	100-55
Paul DeLaiarro.....	FBP	66	6637	100-37
Teodori Michienzie....	FBP	66	6548	99-14
Ernest Koebe.....	FXV1	63	6227	98-53
James Dine.....	FX2	66	6515	98-47
Edward Knaus.....	DMP	60	5707	95-7
Walter Bisdnack.....	DMP	54	5100	94-24
Alex Alexandria.....	FBP	66	6392	96-56
Guy Hoyt.....	FX2	63	6083	96-35
Fred Jonah.....	FXV1	57	5581	97-52
John Keefe.....	FXV1	48	4689	97-33
Stuart Farris.....	FFR	57	5410	94-52
James Mack.....	A	60	5687	94-47
Ralph Farris.....	FXV1	63	5965	94-43
William Geary.....	FXV1	57	5397	94-39

•••

BIRD CLUB ENTERTAINMENTS

BIRD CLUB members have enjoyed two fine evenings of entertainment during the last two months. The first one, on February 12th, was Athletic Night, staged in the Norwood Junior High School gymnasium.

Nubby Donnell of Norwood arranged the events, and did a crackerjack job of it. Five boxing bouts began the program, all of them good. Lefty Sully and Baby Tiger gave the first exhibition in the 126 pound class and then followed Lightning Barry and Johnny Diamond, 160 pound class; Bud Mignault and Buster Theall, 175 pound class; Eddie Kid Sullivan and his trainer, Henry Cole; and two High School boys with plenty of scrap in them, Joe Carrigan and Steve Costello.

Next on the program was a very interesting talk by Mr. Alex McLean, former manager for several big fighters, including Jack Johnson. He told of his experiences with these old timers, described some of the best fights he had ever seen, and told something of his early experiences in bicycle racing.

As a preliminary wrestling match, Wild Bill Dolan of Dedham was matched against Ole Jacobsen of Norwood and for fifteen minutes Wild Bill had a chance to live up to his name, which he did much to the satisfaction of everybody present.

Zarynoff vs. St. Clair

The big final match of the evening was the famous Count Zarynoff of Russia vs. Louis St. Clair of France—one fall to win, no time limit. Wrestling fans all agreed it was a fine match in which the Count had plenty of opportunity to exhibit his skill. A flying tackle finally weakened St. Clair after about 30 minutes of wrestling, and it was then only a matter of seconds before the Count had won his first fall, and the match was over.

The committee in charge of Athletic Night was as follows: A. W. Smith, Chairman, Herbert L. Badger, John R. Burhoe, Leo F. Hagerty, James R. Hanley, and Edward A. Hiller.

The second evening was of entirely different character, but fully as interesting. It was an Amateur Night, presented at Bird Hall on March 18th and consisting of ten acts of varied entertainment given by Bird & Son employees and members of their families.

Cash prizes were awarded to the best acts and the judges found it so difficult to make the awards, that both first and second prizes were split equally. First Prizes of \$10.00 for each act were given to the Ciancarelli Brothers and to Ralph Hildreth and Carl Clem. Pramalto Ciancarelli, pianist, and Cafiero Ciancarelli, violinist, gave a mighty fine performance and fully deserved the hearty applause which they received. They are the sons of Leo Ciancarelli of No. 1 Box Shop. Hildreth and Clem are two clever tumblers and they did wonders within the limits of the small stage. Theirs was the first act of the evening, and as the prize awards showed, it was one of the best. Hildreth works on the Flooring Machines.

The two second prizes of \$5.00 each and the third prize of \$5.00 were awarded to George Murray, Millwright, Wylie G. MacIvor, Flooring Sales, and Maurice Tarr, Engineering, and Charlie Bean. Murray's claim to fame was well earned by his fine exhibition of work with Indian Clubs. He fairly made them talk. In spite of a hard cold, MacIvor appeared as scheduled, sang a group of songs, and easily walked away with a prize for his fine singing. Whenever the "Tarr and Bean" combination gets together you can always expect something good, and they were no disappointment on Amateur Night. The only regrets were that the act wasn't longer.

Other Entertainers

Other performers appeared on the program, and although they won no prizes, they won plenty of applause from the audience. Alice Clem, Box Sales, sang a group of songs, accompanied at the piano by Gladys Boulter, Statistical Department. Miss Boulter also played for several other acts. Arthur Bent, Flooring Machines and Peter Alexander, Flooring Shipping, presented a comedy skit, Leo Salonen, Messenger, did some tap dancing, James Sullivan, Storeroom, pinch hit for Ray Kirk, and John Eppich, Roofing Machines, wound up the program with tunes on his famous accordion.

Amateur Night Committee was as follows: A. V. Wilson, Chairman, George Wallace, Henry Morgan, Leo Bernier, and Russell Tupper.

JACKSONVILLE TO BOSTON IN TWELVE HOURS

FROM Jacksonville, Florida to Boston in less than twelve hours sounds like an impossibility, but it took Mr. Eli Chamberlain, Superintendent of the Roofing Mill, just eleven hours and forty minutes to make the trip by air on Sunday, February 14th.

Mr. Chamberlain had just completed a business trip through the South, making frequent stops from Baltimore and Washington down through Virginia, North and South Carolina, Georgia and Florida. He finished his business on Saturday afternoon and wanted to be back at his desk here on Monday morning.

At 9:20 Sunday morning he stepped into a big 18 passenger plane at Jacksonville, and at 9:00 o'clock Sunday night, he alighted at the Boston

the ground except the widest rivers. Broad cement roads looked like narrow ribbons, and automobiles like tiny bugs. When the plane came down from this height, the change in pressure made the passengers quite deaf for a minute or two.

The most impressive sight of the whole trip, according to Mr. Chamberlain, was the flight over New York city. Viewing the city from the air with its millions of lights is something to be seen, but not adequately described. Coming down over Boston, the first thing he was able to recognize was the group of M. I. T. buildings on the Charles River. It was then only a matter of a minute or two before they were over East Boston and ready to land at the airport.

Aside from the pleasure which this long flight afforded, Mr. Chamberlain reports that his business trip through the Southern territory was very satisfactory. He went to visit dealers, to talk over with them manufacturing problems, and to observe how Bird Roofs stand up under the extreme weather conditions of the South. Nowhere do shingles have to stand a more severe test than they get from the action of the heavy rains and the hot sun of the South. In every city, Mr. Chamberlain reports, Bird Shingles are standing the test in fine shape. There could be no better proof of Bird quality and dependability.



Mr. Eli Chamberlain, Roofing Mill Superintendent, ready to board the plane at Jacksonville, Florida. He flew from there to Boston in twelve hours

Airport. Incidentally, this was Mr. Chamberlain's first trip into the air, but his enthusiasm seems to show that it won't be his last. The Florida plane took him through to New York, with stops for passengers at Savannah, Charleston, Florence, Raleigh, Richmond, Washington, Baltimore, and Camden. A half hour stop was made in Raleigh for lunch, and several times during the flight light lunches were served aboard the plane by the hostess. The plane arrived at Newark at 7:05, and at 7:15 he stepped aboard the 12 passenger Boston plane for the remainder of the trip.

The planes traveled at an average speed of 110 miles an hour, but Mr. Chamberlain said there was no sensation of fast travel at all, except that you covered distances so quickly. At one time while flying over the Carolina coast, they were 8000 feet in the air. At that height it was practically impossible to distinguish anything on

Soccer Team Opens Spring Season

BIRD AND SON Soccer Team has played one League game in its Spring Schedule—Needham Town Team was defeated 5-1 at East Walpole on Sunday, March 13.

Dorchester Waverly failed to make a scheduled appearance here on March 20 and the Boston and District League awarded the two valuable league points to Bird & Son, also inflicting a fine on Dorchester. These results give our team four points and keep us one point behind Clan McGregor for the League Championship.

The teams meet at Quincy on Sunday, April 3, in the game which will decide the leadership. This contest will bring out a record crowd of soccer fans from all over the state. It will be a great battle. McGregor has the home ground advantage, but Bird & Son will present their strongest line-up which was despatched from National honors only by the present finalists, Sante-Christe. The following will face the referee for Bird & Son: Benson, Farquhar, Bundas, Smith (Captain), Russell, Wilson, Stevenson, Travers, Brown, Gardiner, McAllister, Sansom, Findlay.

BIRD'S NEPONSET REVIEW

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APRIL 1932

No. 4.

Published Monthly by the Employees of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Will

Good Business

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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The reward which life holds out for work is not idleness nor rest, nor immunity from work, but increased capacity, greater difficulties, more work.
—Elbert Hubbard.

ARE YOU AN "EASY MARK"?

THERE is a specie of human being commonly known as a "sucker". He is gullible, he bites at every get-rich-quick scheme, and nine times out of ten he gets stuck for more money than he can afford to lose.

Savings of a life time are *invested* in oil stocks, mining stocks, and other stocks, without proper investigation. Who suffers? The sucker.

Horse races, dog races, boat races all afford a fertile field for sellers of "sweepstake" tickets. Thousands of people "bite," pay good money for these tickets which they hope will bring a fortune, and when the race is over, all they have to show is a worthless stub of paper which has cost them half a day's pay, or more.

Be wary of that "friend" who has a tip which means money to you. Don't be too quick to take a gambling chance. Remember that the percentage is against you in every game of chance. Somebody has to supply the cash for the big grand prizes, and it's a hundred to one that you'll be one to help supply it.

Watch out for the fellow with the stocks which will make you big money over night. Money doesn't grow that way. There's a fly in the ointment somewhere. Consult your foreman or Mr. Rogers and Mr. Smith of the Labor Bureau before you buy. Be sure that you know what you are buying with your money.

Money that has once been spent, can never be spent again, so spend your earnings wisely and have no regrets later on.

Answers to Questions on Page 4

I. Andrew Manimmon and John Eppich are the only men of whom we have a record. Michael Sheehan, John Sheehan and Gustaf Johnson were all working for Bird & Son at the time also, but

they were not transferred to the Roofing Plant until later than 1904.

2. The type is set up at the Ambrose Press in Norwood, and the cuts are made at the Wright Engraving Company, Boston, but the actual printing is all done in our own printing department in the No. 2 Box Shop under the direction of Frank Meyer.

3. About 76 men—drawn from practically every department in the mill, with the exception of the Flooring Plant and the No. 1 Box Shop.

4. The felt is made at Phillipsdale, but the product is combined, finished and cut in the Rug Finishing Department of the Flooring Plant.

5. This roll is located on a paper machine and its purpose is to remove the water from the formed paper and pack the fibers together so that the sheet becomes strong enough to pass on to the press rolls and dryers.

ARTHUR A. SMITH

THE whole Bird & Son organization was shocked to learn of the tragic death of Arthur A. Smith, foreman of the Stock Handling Department. His body was found in the Shartle beater about seven o'clock on Tuesday evening, March 29th, following an investigation which started when it was learned that he had not returned to his home from work.

No one was a witness to the accident, and there was no outcry. About a week previous he had injured his head quite severely. It is now believed that this injury may have caused him to faint and lose his balance as he walked or stood near one of the openings.

Mr. Smith had lived in East Walpole for nearly twenty-five years, and had worked for Bird & Son for sixteen years. Since January 1919 he had been the foreman of the Stock Handling Department. He was a Spanish War Veteran and at the start of the World War he enlisted again, received the commission of Second Lieutenant, and was located at the Commonwealth Armory in Boston. He was a member of the following organizations; the Orient Lodge A.F. and A.M., Norwood; the Hebron Royal Arch Chapter, the Hyde Park Council, the Temple Commandery of Norwood. He was also a Shriner with membership in the Aleppo Temple, Boston.

Mr. Smith would have been fifty-one years old on April 16, 1932. His birthplace was Gorham, Maine, and he lived for many years in South Windham, Maine. Funeral services were held on Friday, April 1st, in South Windham, and burial was in the family lot there. He is survived by his wife, Geraldine Smith, to whom we extend our deepest sympathy in her bereavement.

Mr. Halburton Dobbins, a close friend of Mr. Smith's, went with the body to South Windham, and attended the funeral services.

The Better Business Bureau Investigator

VOLUME II

APRIL, 1932

NUMBER 14

ABSOLUTELY GUARANTEED GUSHER

Postal Fraud Order Issued Against W. H. Tew, Oil Stock Promoter

Starting about a year ago, W. H. Tew, also known as W. H. (Slim) Tew, conducted three oil-promotion enterprises through use of the mails.

The first enterprise, operated from Dallas, Texas, was capitalized with one thousand interests of a par value of ten dollars each. The second enterprise, "Tew's Guaranteed Lease Syndicate," was capitalized with fifteen hundred interests, par value one dollar each.

This second promotion was superseded by a third. Within a short time the Post Office Department began an investigation, which has resulted in the issuance of a Postal fraud order.

Tew based the last promotion on a one-fourth interest which he claimed to hold in the Rusk County, Texas, oil field. Said Tew in his literature:

"IN THE CENTER OF THE HOTTEST AND MOST ACTIVE AREA OF RUSK COUNTY . . . BETWEEN TWENTY-FIVE TO FORTY THOUSAND BARREL WELLS . . . IN THE SHADOW OF THE MIGHTIEST GUSHERS OF ALL TIME . . . MY PROVEN LEASE WITH DRILLING WELL IS CRASHING, PLUNGING, DOWN TO GUSHER DEPTH!!! This message comes to you from W. H. (Slim) Tew . . . a boy who is drilling for and will get GUSHER OIL . . . THAT WILL PAY OFF THOUSANDS UPON THOUSANDS OF DOLLARS IN GOLD CASH PROFITS . . . IN THE NEXT THIRTY DAYS' TIME . . . FROM MY ABSOLUTELY GUARANTEED GUSHER!!!"

When questioned by Post Office Inspectors Tew was unable to furnish any definite information as to the location of the five-acre lease referred to in his literature. Tew was taken into custody and brought before the U. S. Commissioner at Tyler, Texas.

After being released on bond, Tew resumed the promotion. The fraud order issued by the Post Office Department reviews the literature later sent out, and then says:

" . . . on August 26, 1931, an additional warrant was obtained against Tew from the United States Commissioner at Dallas, Texas. On August 31, 1931, information was obtained showing that the anticipated campaign of solicitation by wire had been actually inaugurated, and was being operated from a rented cottage and also from a hotel room, at Fort Worth, Texas. Local officers enlisted by the inspector to assist him in the matter thereupon raided the cottage mentioned, and as a result two individuals, recognized as 'high-pressure' stock salesmen and confederates of Tew, were arrested. The telephones had been installed on the premises and a number of telegrams addressed to Tew, together with more than one hundred forms duly completed by investors in the manner requested by Tew in the letter of August 18, hereinbefore quoted in part, were also found. Tew himself was apprehended by the inspector in the hotel room, in the act of receiving telegraphic remittances from his dupes."

The Better Business Bureau Investigator

DISTRIBUTED QUARTERLY BY THE

**Boston Better Business Bureau,
80 Summer St., Boston, Mass.**

Each issue describes typical fraud schemes, gives educational information, timely warnings against new frauds, and brief outlines of "get-rich-quick" schemes.

EDITORIAL

GUARANTEED

A guarantee is a promise to perform a specific act. When used in connection with discussion of investments, it is commonly understood to mean a promise of security against loss.

The covenant of the state; the promise of established, reputably known, and financially sound corporations and financial institutions—these can be relied on with reasonable confidence of their fulfillment.

But "guaranteed gushers," "guaranteed returns" from mine promotions, "guaranteed dividends"—phrases loosely bandied about in literature of irresponsible promoters—are usually as worthless as the standing of the makers.

SAFETY OF PRINCIPAL, evidenced in established companies of strong financial condition, successful record of past performance and honest management — INCOME, evidenced by past record of dividends or interest paid and reasonable assurance that such returns will continue to be paid under normal circumstances — MARKETABILITY, evidenced by ability to buy or sell in a free and open market — these are the three things to look for. They furnish the *best-known* guarantee of security for the savings you plan to invest.

Heeding the admonition of the Better Business Bureaus, "BEFORE YOU INVEST — INVESTIGATE," is a policy which carries with it a sensible guarantee against contributing to the heavy toll exacted by tricky promoters.



I WANT TO KNOW—

What is "needlepoint"?—A. T. W.

Genuine needlepoint is an embroidery stitch done by hand on a background or warp of coarse canvas or similar material. The stitches forming the design are pulled through the "holes" in the canvas backing — larger stitches known as "gros point" and the smaller as "petit point." Fabrics made by machine are not genuine needlepoint.

Does your investigation show that this company has the same chance of success as the big companies which the literature makes a comparison with?—J. H.

Stock in companies being organized on the success of others rarely turns out well. Promises of what the promoters' stock will do because of what some other stock has done are often a deception designed to get your money.

What is a "contract"?—B. M.

An agreement or covenant between two or more persons in which each party binds himself to do or forbear some act, and each acquires a right to what the other promises. A contract need not be in writing, though it is advisable, because an oral contract is difficult to prove at law.

Could I send in my subscription for the shares before the price is advanced by the company January 1st?—W. O.

One of the overworked tricks in selling highly speculative securities is the pre-arranged price advance of shares. This is usually artificial bait used to hurry the prospect into sending in his money before taking time to investigate.

FURS — THE WEAR DEPENDS UPON THE CARE

Friction Wear

Caused by hat brims, jewelry, bags, packages, autos, etc. Such wear does not denote inferior skins.

Seam Rips and Tears

Regardless of quality or price of furs, seams may open or the leather may tear, usually caused by undue strain at the seams, unless the leather is dried up and cracked. Rips and tears should be immediately repaired.

Keep Furs Clean

Dirt, dust, and grime, menaces to furs, invite moths. An occasional beating with small sticks removes dust from the fur, keeps the hairs erect and separate — or consult a reliable fur cleaner. Furs should be shaken before and after using, but care should be taken not to break the leather or split the seams.

Drying Furs

Moisture injures furs unless properly cared for. Wet furs should be combed lightly with the flow of the fur and then brushed in same direction. The fur should dry *slowly* in *cool* air. Keep wet furs away from the heat. If water has soaked the leather, send it to a reliable concern for proper treatment.

Heat and Light

Furs deteriorate from heat. Excessive exposure to strong sunlight may cause discoloration of some furs.

Storage

Proper cleaning and cold storage increase the life of furs.

"DEAR SON"

Dad Says Life-Saving Device Was
No Place for Life's Savings

April 1, 1932

Dear Son:

Do not expect to get rich too suddenly, because the average man in your position and in mine does not get rich that way.

If I had taken advantage of every so-called opportunity to get rich, I would be in the poor-house today instead of having my comfortable home, and living a contented life. Only today a man wanted to sell me some stock in a life-saving device which he assured me would make everybody rich. He did not place any importance in the fact that this device has never been built in a full-sized model, nor in the fact that nobody connected with the proposition has had any experience in manufacturing profitably or successfully.

As Mother says, such stock just clutters up the house. Love to Mary and the kids.

Best wishes,

DAD.

JOBS FOR SALE

Watch out for tricky contracts whereby the securing of a job requires "cash bonds," "deposits," or an investment of some sort. Contracts covering such jobs are usually one-sided, and provide little, if any, protection for your money. Jobs bought in this manner are usually unsatisfactory. A trickster who gets your money in this way has no intention of ever giving it back to you when and if you are forced to give up the job.

"OLD SAWS"

"Profits come from an infinite capacity for taking pains."

"No one can make consistent profits in a business without thought and care — even in stocks and shares."

"Good-will is a solid asset in prosperity, but of little value in liquidation."

"A company is judged by its future in a boom and by its past in a slump."

DECIDE BEFORE BUYING

Should a merchant misrepresent his goods, you are entitled to redress and justified in expecting satisfactory adjustment or a refund.

Otherwise, you have no more right to expect a merchant to refund your money on a purchase than the merchant has to ask you to give him back merchandise sold to you — because he decided he didn't want to sell it.

RAIDING AND SWITCHING

Raiding stockholders and switching securities is a common method of professional promoters who take advantage of the low prices of securities. The plan is to persuade shareholders to exchange their holdings for stock which has no value.

Investigate before exchanging. Compare the market price of your securities with the market price of the securities the "Raider" wants to exchange.

WHIRLWIND VAPORIZER

The Federal Trade Commission has ordered Whirlwind Carburetor Co., and Elling O. Weeks and P. C. Sorenson, manufacturers of a mechanical device called "Whirlwind Vaporizer," for attachment between carburetor and intake manifold of an automobile motor, to discontinue misleading advertising such as follows:

"Over the mountains from Los Angeles, 559 miles, on 11 gallons of gas. Think of it! Five hundred and fifty-nine miles over rough, mountainous country burning only 11 gallons of gasoline. Imagine more than 50 miles to the gallon. That is what the Whirlwind carbureting device does."

"The Whirlwind saves motorists millions of dollars yearly. Car owners all over the country are saving money every day with the Whirlwind besides having better operating motors."

Among other phrases to be discontinued by order of the commission are the following: "Is producing

mileage tests that seem unbelievable." "Eliminates carbon." "Salesmen make \$100 a week and over." "Forty-eight miles on one gallon of gas, Chevrolet." "Thirty miles per gallon with Whirlwind on Dodge." "Cuts gas costs one-third." "Four runs like a Six."

The commission found that under certain conditions the device might appear to have some merit, but generally, when attached to an automobile motor, brings about little improvement in the performance of the engine, and in no case results in an increase from 25 to 50 per cent in the mileage from a given quantity of gasoline. Neither does the device completely prevent accumulation of carbon.

The company's representations were found to be grossly exaggerated, false, and misleading, and to be supported by no scientific tests or measurements. Various Better Business Bureaus issued reports on this device months ago.

LIBRARY NOTES

SOME recent contributions to engineering literature by experts in their line, have been published in pamphlet form. They are not offered for sale but are distributed by publishers of some of the best technical magazines as premiums. Some of the articles have already appeared in their pages, others are prepared for this special purpose. As we are subscribers to a number of the leading magazines, we have received the following this year:

Basic Combustion Engineering	H. R. Clark
Lubrication in the Power Plant	L. H. Morrison
Power Hook Ups	
Master Flow Sheets presented by Blue Prints and Short Comments	Power Magazine
Power's Practical Handbook	Power Magazine
Process Industries Handbook of Corrosion Resistant Materials	Chemical & Metallurgical Engineering Magazine
Successful Methods in Electrical Engineering	Electrical World

New Business Books:

Business Adrift—Donlan—An effort to adjust business and social problems and to work out a reasonable plan for American business.

Economic Stabilization in an Unbalanced World—Hansen—a careful study of the causes of economic instability and possible remedies.

Other New Books:

An Introduction to Drama (Hubbell and Beatty) gives an opportunity of becoming better acquainted with the principles and progress of the drama, both American and European, from earliest times to the present. It contains a chapter on the study of the drama, followed by the text of twenty-nine plays selected from the world's masterpieces.

History of England—Sweet—a concise treatise covering the period from the Roman invasion through the World War and reconstruction.

George Washington—Woodward—combines a critical study of the entire career with a history of the times with unusual interest.

Realism in Romantic Japan—Beard—The result of close study of conditions in Japan so that the author gives an insight into the forces that have made this country one of the world's great powers, and describes the various phases of Japanese life with all its charm.

Fiction:

Man's Own Country
Golden Years
Lady Blanche
Bishops Nephew
Mesquite Jenkins
Miss Pinkerton
Summer's Night

Burt
Gibbs
Keyes
Miller
Mulford
Rinehart
Thompson

cumulative effects of which became too great for the individual to stand. Contrariwise it is not necessary to worry about an individual becoming mentally deranged when he takes the misfortunes, difficulties, and defeats of life standing up and, with grim determination to fight his way back to success.

In these times of mental unrest, it is particularly apropos for us to consider seriously the suggestions made by Ross L. Laybourn of the Missouri State Board of Health:

1. Our personalities reveal the reactions of the mind to the continual struggle against many conflicting forces which affect or control our lives. Mental ill health probably arises through failure to consider these principles and also the inability to face facts.

2. Physicians and laymen alike are apt to go over the physical structure and forget that anyone lives in it. There are varying degrees of mental ill health, as in physical fitness, and we should be on the watch for signs and symptoms which warn of trouble.

3. Remember that all of us need both mental and physical recreation. A hobby is an important and valuable form of mental relaxation and few mental difficulties arise among people who have hobbies.

4. It is well to brush your mental teeth occasionally; put yourself on the sidelines and watch yourself go by once in a while. Such information may be helpful and give you a keener outlook on life and its problems.

5. Exercise your mental equipment. Minds or muscles that are not used become incapable of use.

Mr. Wyman's Forty-Fifth Anniversary

CONGRATULATIONS to our Vice-President, Mr. George R. Wyman, who observed his forty-fifth anniversary with Bird & Son on March 17th.

At a luncheon at Fuller's Tavern his associates presented him with a pen and pencil desk set, suitably engraved with his facsimile signature. Those who attended the luncheon included: P. H. Bailey, A. H. Anderson, A. H. Russell, R. C. Floyd, C. H. Andrews, E. L. Chamberlain, R. M. Wight, C. W. Conrad, B. D. Rogers, T. G. Henderson, R. A. Wilkins, P. N. Hills, E. M. Lines, E. L. Connolly, J. H. Smith, and J. A. Sheehan.

Mr. Wyman was busy all day receiving a stream of letters and numerous callers bringing him congratulations and best wishes. We extend our greetings, with the others, and wish him many years more of active service and good health.

HEALTH NOTES

HOW IS YOUR MIND?

AVAILABLE national and local statistics show that mental sickness is just as common and important a factor in our everyday lives as physical sickness.

It is a fallacy to believe that mental illness comes on suddenly, because behind such outbreaks is a long history of disappointments, thwarted ambitions, worry, and unhappiness, the



'Elpless 'Enry 'ears that the "art on" our Shoe C(arton)s is boosting our sales, and of course that is what puts the "laff" in Claffee.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Ida Milesky
Sabina Costello
O. C. Turkington
Elizabeth Lawson

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich
Alice Fales

John Andrews

Cards have been received by many in the office from Mrs. A. F. Brown who is traveling in Florida. Her comments sound as if she were having the time of her life.

Bob Rodd of the Accounting Department has become quite a Teaberry Gum "rooter." His praise recently won second prize on their contest—Matched Golf Clubs and a dozen golf balls. Now Bob asks, "Where's the Golf Bag?" Try again, Bob.

For the past month or more, there has been a continuous round of illnesses in the billing department. Now that everyone is back to normal, it is needless to say we are glad that the ailing ones have recuperated.



Our "collegiate" girls' Bowling Team. Back Row: Helen Gustafson, Payroll, Captain; Ralph Farris, No. 1 Box Shop Shipping, Manager; Ethel Duncan, Mail Room; Front Row: Hilda Rafuse, Bookkeeping; Margaret Owens, Sales Promotion; Helen Curran, Flooring Sales

The other evening, Mrs. Richard Walsh (Gertrude Smith) formerly employed in the Comptometer Department, entertained several of her friends from Bird & Son at her home in Hyde Park.

We wonder what it is that induces Rose Silverman to make these nightly pilgrimages to the "Cocoanut Grove". In due time we shall probably find out.

Mary Bannon and Muriel McDonald are our latest sport enthusiasts. They take great delight in attending hockey games.

The fact that spring is here is greatly evidenced by the balmy (?) breezes wafted through wide open windows from the direction of the General Ledgers Department.

Believe it or not: Frank Vietze is a reader of Girl Scout stories!

We extend our sympathy to Clarence Morse, Roofing Sales Correspondent, in the death of his father.

We welcome to the Roofing Sales Force, F. B. Walker who is travelling in the territory formerly covered by George E. Pendergast, and F. H. Underhill, travelling in the Boston territory.

Place your orders early for kittens seems to be the motto in the Accounting Department. It appears that Marion Tolman and Anna Ecklund have both lost their cats recently and are in the market for new kittens. They can't find any to suit them yet, so they are still waiting. All kittens interested in a nice home should apply at the Accounting Department.

Congratulations to H. E. Davenport, Assistant Treasurer, whose son James Davenport has just been elected to the news staff of the Middlebury Campus, the weekly newspaper of Middlebury College. Davenport is a freshman at the college, and this election comes as the result of a year's work as a news reporter for the paper.

More Congratulations!—This time to Herbert Schaier who, we have just found out, was married "some time ago" to Miss Edna Hurst of Gilbertville, Mass. We don't know just when "some time ago" was, but have our suspicions that it was last fall. Mr. and Mrs. Schaier are now living in Newton.

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
John H. Maguire
Fred Jonah

Edward Geraghty
Charles Rafuse
Sophie Novick
John F. Burke
Mary Driscoll
Mario Boragine

Mr. Roberts, Staff Engineer, visited Building Products, Ltd., in Canada, recently.

Congratulations to Jerry Collins. He passed a successful examination for a first class fireman's license on March 16th.

One morning recently a small gentleman appeared in the Maintenance shop neatly arrayed and with a brand new shave. It wasn't until about nine o'clock that he was recognized as Everett Brennan, our genial roof and shingle board expert.

We all wish John Countway a speedy and complete recovery from the injury to his wrist.

Bill Koehler recently had his face lifted, but we can't find out who lifted it for him.

Joe Donovan and Mike O'Day went fishing through the ice one day last week, and they report a big catch. Joe hasn't said much about it, but it has been rumored around that they used bows and arrows.

Ed Geraghty holds the world's record for looping the loop in his "Chiseler". He made three loops on the State Road one icy night.

Who said Earle Davis can't sing? His latest is "The Peanut Vender."

Gerald Hazlett was a lucky winner on the Irish Sweepstakes.

For Sale—one late model "1916" Maxwell touring car. See Bill Ivatts.

Perley Mudgett has been elected the automobile repair mechanic of the Bird Club and he certainly can take the squeaks and rumbles out of a car. Take a ride in Jack Bradley's car if you don't believe it.

After a few more singing lessons, we understand Frank Nyborn is to go on the stage. The Laboratory workers extend their congratulations saying, "The fewer the better."

A group of poems by fifth grade pupils in the Balch School, Norwood, was printed in a recent Norwood Messenger. We noticed one by Billy Ivatts, son of William Ivatts, Trucking Department, and another by William Ruscitti, whose father, Pasquale Ruscitti, works in the Boiler Room.

We extend our sympathy to Clarence Bergstrom, whose father died on March 19th.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Several fellows attended the funeral of James Casey who died in Pawtucket on February 29 after an illness of almost a

year. He had worked with us as a piper for almost fifteen years.

Charlie Anthony cut his hand on one of his weekly clamming trips. We don't know whether it was because he needed a little more experience or whether it was the thoughts of coming in and running rug cushion. The hand is all better now anyway.

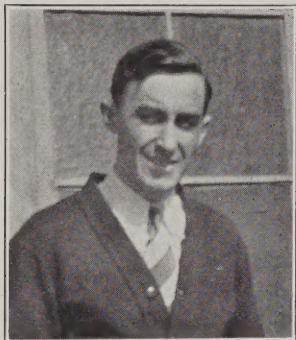
We were sorry to hear of the death recently of the father of Armond Giberson and also of Joe Farrell's sister.

Red Harrington surprised us all by driving back and forth to work in a new (to him) Pierce Arrow. We hope the fellows who ride with him are well satisfied now.

Speaking of Red reminds us that some of the other fellows have some real nicknames too. On the machine we have Babe Hall, The Big Swede (Pierson), Scotty Gibb, Fat Madeiros, Peaches (Pierson) and Carlson who is called Willie because his name is Albert. In the repair gang we have Sharkey Hyske, Chalkstone Kelley, Poke Nanni, and Joe Pipes (Farrell). And we shouldn't forget Charlie Chaplin (Rodrigues) on the Beaters, Whippet Borges on the Cutters, and Tixie Billings in Stock Handling.

Manuel White, who gave Jack Barquist two rabbits for a rooster, tells us that instead of a rooster Jack must have given him a pigeon and he wants his rabbits back. The pigeon or rooster, whichever it was, flew away at the first opportunity and White hasn't seen him since. He is going to visit Jack some of these days and if he sees a rooster in Jack's yard Jack will be minus two rabbits.

Peter Teresska, whom we reported last fall as harvesting



Howard "Bullet" White, high Individual Average Bowler for the season. His final average was 100-55.

a crop of potatoes, reports that he has just harvested a pig to go with the potatoes.

One perfect Model T Ford—year 1925, driven about 2000 miles (about 20 miles of which were driven in 1931), original paint job and not a scratch, perfect tires. Don't think this is a joke. This car is *not* for sale. Any other information you would like to have about this perfect car—see Tixie Billings.

BOX FACTORIES East Walpole, Mass., No 1. Box Shop

Lena Paduck
John P. Walsh

Ralph Watson
Ralph Farris

The following marriage announcement appeared in a Boston paper recently: Miss Elizabeth Gardiner of Jamaica Plain to Edward Hutcheon, on Easter Sunday. Best of Luck, Ted.

Our expert mechanic, Ed Ross, is having plenty of practical experience in replacing rear ends in his "Chevy". Arthur Duncan is Ed's able assistant.

The fact that Spring is at hand brings sort of a disappointment to Bill Downing. He has unsuccessfully tried to form a winter swimming club at Walpole. Evidently, Bill is the only thoroughbred "Brownie" in the town. Better luck next winter, Bill.

No. 2 Box Shop

Edward Scanlon
Martha McLauchlan
Frank Eisenhauer

Edward Gronroos
Alma Walsh
Anna Duffy

We are glad to have Arthur Souther back with us again after his recent illness.

Ed Bigelow's moustache was frostbitten one cold morning, so he traded his roadster for a new "Chevy" coupe.

We welcome Charles Logue to the Shoe Carton's Department.

Free roller skating lessons given! For further particulars see "Rusty" Anderson.



Edward Knaus — High Single String Season Winner. His winning string was 141 pins

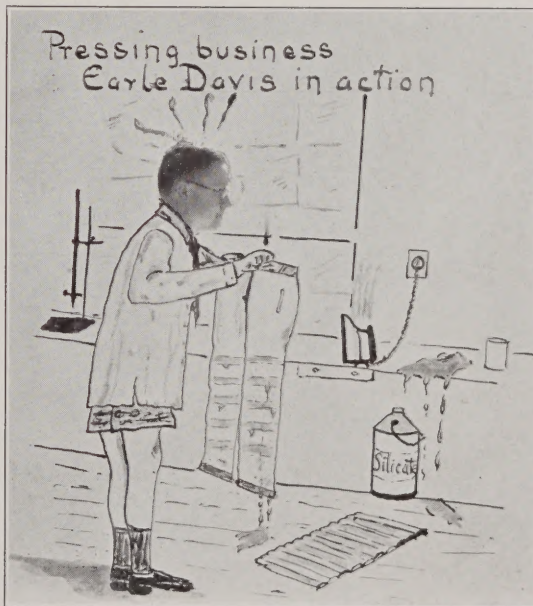
ROOFING MILLS AND OFFICE Norwood, Mass., Mill

William Bothwell
Stanley Phillips

Edward Hiller

John White
Walter Cyr

After a month's trial of his new Pontiac, Rob Roy is telling each one of the numerous Pontiac owners hereabouts what he thinks of the advice they gave him before his purchase.



It seems that Earle Davis was working with some corrugated paper and some silicate one day when the paper became firmly attached to his trousers, with the embarrassing result pictured above. The pathetic part of it was that Earle was in the Laboratory and could not light a Mured if he had wanted to

Lost: A HAM—stolen from Granville Baker's car at his home in Westwood. Reward of a ham sandwich for anyone finding it.

Doc Watson looks like a million dollars in his new Chrysler car. Let us know your formula, Doc. We'd all like one.

Ed Hiller who has been attending gym classes at the Norwood High School objects strenuously to the harsh methods used there for reducing. He is thinking seriously of having a masseuse get rid of his excess "Avoirdupois."

Custom Built Shingles are now being dipped in their new quarters.

Our roll roofing will be something to look at with the new scrim headers and colored gum strip.

Bird & Son and in turn the Roofing Plant were honored in having their two representatives in the Boston and District Soccer League appointed on the committee to select an all-star

face—and his pocket—were decidedly impressive, if not pathetic. He says, "Next time, Safety First. The egg will be removed *before* the operation, with the shell still unbroken."

Miss Marion Dresser, daughter of Harry Dresser, recently suffered painful injuries caused when hit by an auto on Washington Street. We are glad to hear that she is well on the road to recovery.

Chicago Mill and Office

C. J. Perrizo

John Matcha

Dell F. Lydon

Mr. Hird has just completed his tenth year at the Chicago Branch of Bird & Son. We congratulate him and know that his happiness in being here is no greater than that of those who have been associated with him. Knowing him one soon acquires a clearer understanding of the words "Loyalty" and "Honesty."

C. J. Perrizo assisted the Midland Improvement Co. with their exhibit at the Home Show in Milwaukee on March 11th and 12th, which featured Art-Bric Siding.

H. W. Altman and H. Pollock attended a dinner meeting of the National Association of Cost Accountants.

Glenn Young suffered a slight indisposition from the effects of gas fumes while conducting experiments with asphalt, but was able to return to the work the next day completely recovered.

Herman Pollock in his green ensemble and Florence Morman in an emerald green dress ushered in St. Patrick's day in regal style. No wonder the nationality of St. Patrick is questioned these days.

Gwen Blackmore proved to a few doubting Thomases that she could make a worth while cake. It was supposed to be her first attempt, but it had all the earmarks of an expert in the art. She now has a recipe for a "never-fail" fudge. Bring on the spoons.

Henry Swanson reported for duty this morning slightly crippled in the arms as the result of washing dishes last evening after a church supper. Never mind, Henry, that experience will come in handy some day.

Perhaps you may have noticed Zelma Scott's weakness for jewelry, and in case you don't know it, pie is the other outstanding one.

We are glad to hear William Warner is getting along so well and that we may expect him back at work soon.

Mildred Barden has recently been employed in the Accounting Department.

We are sorry to report the death of Walter Bauer's one day old baby. Walter takes care of the stock records in the Shipping Department.

We thought we saw a strange girl working in the office the other day, but on second look discovered it was Anne Kelly wearing her new glasses.

Shorty George is still laid up as a result of illness.

Vi Zimmer, who was formerly employed in the Accounting Department, dropped in to say "Hello" on Thursday, and we were also glad to have a visit from A. Conmey on Friday.

We are glad to report that Jim Bartlett, who was operated on recently, is improving.

The Western Division has just purchased two more Expando cars and they will be put into service about February 26th. One is painted Blue and the other Palmolive Green. There are now 6 of these being operated by Bird & Son.

FLOORING NOTES

John S. Smith

Tom Rogers

Arthur Cripps

Charles Miller

Lester Evans

Laurence Gammell

Cyril McCue, Nicola Benedetti and John Healy have been temporarily transferred to No. 1 Box Shop Shipping. We are wondering how they are making out.

After a lot of arguments and challenges, the bridge championship of the Flooring plant was finally decided when Nelson Phillips and Guptill Fillmore defeated Willie Wosner and Arthur Bent in a fifty hand match by a margin of eleven hundred points.



It looks as if Peter, Anna and Katherine Senteff had a good time at their Valentine Party. Peter is 7, Anna 9, and Katherine 3, and they are all children of Peter Senteff of the Chicago Flooring Warehouse. Oh yes, the dog's name is Sport

team to play for charity. Needless to say, the two men are Bill McLauchlan and Jack White.

Ed Lincoln had a broken piston ring in his Hudson recently. After retiming his car, grinding his valves, buying new points, and replacing his distributor head, Ed found his trouble. Next time it would pay to buy a new car, Ed.

Stanley Phillips went horse back riding recently. We are not certain whether he ate standing up or lying down afterwards. Apparently the saddle didn't suit. We suggest a cockpit design for Spring use, Stanley.

Jimmy Weir has just completed a course in typewriting at the Norwood Evening School. Perhaps were it not for the fact that several attractive members of the weaker sex also took this course, Jimmy would have never lasted half-way through.

Friday, March 11th, the boys of the Maintenance Department gathered around a well-groomed birthday cake especially prepared on the spot, and presented to Harry Bellew with congratulations upon his completion of 25 years of continuous service with Bird & Son. It was noon time, and when Harry proceeded to distribute the 25 sections, each decorated with the customary candle, the ceremony was declared perfectly executed and timed. If he continues in service one half the time his wishers desired, he will outlive all known records. Continued success and happiness, Harry.

Mario Tomasetti had what the boys around the anvil declared "an impressive experience" when, after carefully depositing a perfectly good egg in his back pocket, he started to help Bill McLauchlan lift a steel plate. The state of Mike's

Clarence Phillips and Leo Clarkin made a trip to Laconia, N. H., on the snow train one Sunday and came home with a lot of new telephone numbers that they found on the train—also a headache.

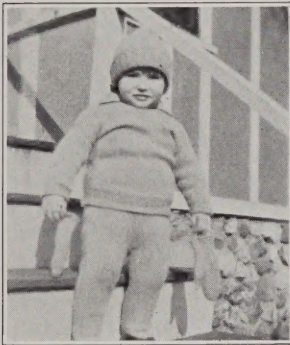
On Thursday, February 25, a disastrous fire destroyed the palatial 7-room summer home of Austin Quackenbush on Hog Island. None of the furniture was saved, and "Miss Quackenbush IV", a fifty-foot speed boat which was stored in the adjoining boat house was also burned. The fire also damaged several other nearby cottages.

We wish to express our sincere sympathy for Clarence and Gordon Russell in the recent loss of a brother.

Edward Daly has been confined to his home recently by illness.

Elliot E. Webber, "Big King" of Rug Finishing, is still on the sick list with a broken foot.

Marion Kissel, Office Boy, has recently purchased another high-priced car. He paid all of ten dollars for this one.



Walter McKenna Junior looks like a future soccer player to us. His father works on the Combiners in No. 1 Box Shop

Simeon Fownes has been recently confined to his home by illness.

Gus Hagman has been recently detained at home by illness.

We advise Mr. Quackenbush to keep an eye on his "Baby Austin" as there is a lot of kidnapping being done; and with the insurance money on hand—well, you never can tell.

For information about town politics in Dedham and Norwood please get in touch with the Maintenance Department. There have been some hot discussions the past few weeks.

The Undercoat Department welcomes Hugh Rogers who has been transferred there from the Print Machines.

Evan Ostrom has been transferred from the Undercoat to the Print Machines and we wish him success in his new job.

Silvio Tronti is still out sick with gripe and bronchitis.

Have you heard about the dances which are being run each Friday night by the Floor Covering men? It seems that they have a good system. Instead of running the dance themselves they just get together and decide which particular local dance they will "crash." Sometimes they are successful and sometimes not. The password for the next dance will be "My Pal." It will not be printed on the dance tickets, which we understand are for sale in the Maintenance Department.

We understand that a few of the boys decided to step out for a good time after the last Bird Club party. To put it briefly, a good time was had by all. Anyone wishing to join this club must get in touch with Carl Hamilton. It is strictly private and must be carried on in secret.

Ed Daley formerly devoted to the cause of the proven qualities of Old Dame Peerless, divorced her to espouse the cause of the more youthful and coy Miss Plymouth, the lady of the floating power. He soon broke away from this union to walk down the center aisle with Lady Willys-Knight, but strange as it may seem, he has been seen flirting with little Miss Ford, and, at the present writing, is having an affair with a demure matron by the name of Essex.

Peter Alexander is on the fence. He doesn't know which it shall be, a Ford or an Essex. He has been seen trying both of these popular cars.

Although he will not disclose the facts of the case, we should think that affairs are becoming quite serious between the girl

friend and Frank Kissel, inasmuch as he received a delicately scented, and appropriately worded valentine, on February 14th affectionately signed, "Reggie."

We hear that Clarence Russell is again a father, and of a girl, this time. The new arrival is Norma Jean, born January 19th, and we hope she will be able to keep peace between her two brothers.

Warren Dyer has a new boarder now. A son, Donald Edward, born March 1st. The boy weighed ten pounds at birth, and is doing nicely.

Having taken up wrestling at the Norwood State Armory, with Ole Jacobsen as instructor, Charlie Hooper figures he is pretty good by now, and tried out his skill on a fellow worker the other day. As far as we know it was a fifty-fifty proposition.

Seems like old times back again. The Finishing Department recently worked a full week with a full crew. Something that it has not done in over two years.

Clarence Russell now drives a Chevrolet, instead of a Whippet.

Chicago Flooring

V. D. Szukalla

Gladys L. Davis

Messrs. Tyson and Keeler claim they have broken the record for the earliest sale. They wrote up a carload order for the Wayne Hardware Company of Fort Wayne, Indiana, at 6:10 A. M., after taking Mr. Otto Woods, the buyer, to breakfast. "The early Bird catches the worm."

The following memorandum was received from E. J. Roberts acknowledging receipt of the watch which he won for the highest percentage of quota for 1931:

"I received my watch today and it certainly is a beauty. Whoever picked it out knew just what I wanted. I'm mighty proud of it and shall always consider it as one of my most prized possessions."

The "B and B Boys" from the Twin Cities, commonly known as salesmen Bagley and Boiteau, were in Chicago recently at their own expense together with other salesmen from nearby territories—Jakel, Keeler and Moore—to talk over business problems in general with Mr. Sawyer.

Meet Mr. S. E. Williamson, a colonel on the staff of Governor Connor of Mississippi, and a Bird & Son Roofing Salesman from the Chicago office. Williamson took office on January 19th. Congratulations to him!



Gene Moore's exceptional ping pong ability has shown most conclusively that the game not only promotes mental alertness but physical agility as well. He proved that he didn't have to first refer to page 64, paragraph 6 of his Book of Etiquette to find out what to do when his chair tipped. It really was spectacular, folks.

Here is a clipping which W. K. Smith has submitted:

"Ralph Westcott attended the annual meeting of the United States Lawn Tennis Association in New Orleans, La., February 6th, and was unanimously elected chairman of the nominating committee for next year. This is a high honor and an important responsibility, as the association governs the tournament play and other affairs of some 60,000 tennis devotees."

The following was submitted by J. H. Campbell of Seattle:

"A very amusing incident happened at the Furniture Exhibit. A Mr. Minzer is to open a store in Chehalis and was

talking to one of our competitors concerning linoleum.

The salesman was having considerable difficulty in convincing Mr. Minzer that his product had merits. Finally, in desperation, the salesman called me over and introduced me. It seems Mr. Minzer was in business about eight years ago and at that time stocked Bird's felt base and was so convincingly sold on the quality that he remembered and insisted that no felt base would enter his store except Bird's. When the above gentleman opens in Chehalis we will be well represented."

Mr. Westcott says his dog has been trying hard to tear up the Bird Rug Cushions in his home but so far has been unsuccessful. This is a good example of its superior quality, since the dog took several pieces out of the competitive cushion which was down previously.



The three daughters of R. W. Westcott, Western Flooring Sales Manager, all of them embryo philatelists—which means stamp collectors). Priscilla is 13, Ruth is 10 and Jean is 7

In these days of so-called depression, we are always ready and glad to pass on bits of happy news. Tom W. Howells, one of the men working in the warehouse, is now the proud father of a 7½ pound baby girl—Margaret Gwendolyn. She was born on March 9. Is he happy? And how!!

Mr. Tyson wishes to extend his sympathy to R. W. Keeler in his recent loss of \$1.20!!

Jim Campbell of Seattle sent in some very interesting snapshots taken on Snoqualmie Pass, the main road to Spokane, at the summit of the Cascades, of several buyers of Sears Roebuck & Company and himself on skis. We wish they could be published for all to see, but they are too light and cuts could not be made. We appreciate them nevertheless, Jim. Will you send send some in again soon?



FIRE BRIGADE ENTERTAINMENT

A CROWD of nearly four hundred men left only a few vacant seats in Bird Hall on the night of March 8th, when the Annual Fire Brigade Entertainment was presented.

A varied stage program was introduced by Harry A. Dresser, chairman of the Committee

in charge. The first speaker of the evening was Vice-President G. R. Wyman, who, as Chief of the Fire Brigades, greeted the men and talked briefly on the importance of Fire Prevention as well as Fire Protection.

Six men from the Lowell District of the New England Telephone and Telegraph Company next staged a most interesting and instructive demonstration of First Aid Treatment. Two actual accident cases were treated and then further demonstration was given on the methods of carrying injured or unconscious persons and of applying prone pressure resuscitation. Mr. J. F. McCurdy, General Safety Inspector for the New England Telephone and Telegraph Company, explained the work as it was being done, and the members of the team presenting the exhibition were: Owen A. Nerney, Captain; Paul F. Smith, Patient; Edward F. Scullion, Fred Crowe, and Michael A. Keohane.

As speaker for the evening, Mr. Everett F. King, Fire and Safety Inspector of Lever Brothers, Cambridge, was secured. He gave a mighty fine fifteen minute talk on "Fire Prevention and Safety." His personal experiences formed the background for a talk which was as practical as it was interesting.

One-Act Safety Play

At the end of the program four workers from the Main Mill and Flooring Plant presented a short, one-act play called, "How Did it Happen?" The scene was a Superintendent's office in which a recent accident was being investigated. Fine acting on the part of all four men in the cast put the safety message over convincingly. The play emphasized the importance of preventing careless accidents, particularly injuries from falling objects. The scene of the accident was laid in the Flooring Shipping Department, because that type of accident would be quite likely to happen in a shipping or stock transfer department. As a matter of record, the Flooring Shipping Department has an excellent Safety standing, and has gone since October 1929 without a single lost time accident. Those who took part in the play were: Maurice Tarr, Superintendent; Donald Ross, Foreman; Frank Eisenhaur, injured man; and Everett Rockwood, witness to the accident.

The members then adjourned to the Brigade Room where coffee and doughnuts "By Holman" were enjoyed.

The Committee in charge of the entertainment was as follows: H. A. Dresser, Chairman; Frank Fisher, Michael Sheehan, Paul Guttormsen, Guptill Fillmore, John H. Smith, and Alex MacDonald.



One of the simpler reasons for booms and depressions is that people get in debt during booms and pay off debts in depressions.

Vice-President E. H. Bartlett Takes Cruise

AS we write this, Vice-President E. H. Bartlett is en route to Havana, Cuba, near the end of an eighteen day cruise to South America, Panama, and Cuba.

He sailed from New York at Midnight on March 12th on the M. S. Kungsholm, with two friends, Mr. Guy Cooper of Plymouth and Mr. Arthur Merriam of Billerica. The first stop was at St. Thomas on March 15th, then, Venezuela March 17th, Curacao on the 18th, Panama the 20th; Jamaica the 23rd; Havana the 25th, and back in New York on the 30th. There were stopovers at each port, the longest one being two nights and a day at Havana.

The Kungsholm is one of the finest ships of the Swedish-American Line, and we expect Mr. Bartlett is thoroughly enjoying a very wonderful ocean cruise.

MERCUROCHROME PENS

FOR the convenience of the workers mercurochrome pens have been placed outside all the First Aid Boxes in the Paper Mill, so that persons with small cuts and scratches may apply first aid to them immediately without waiting for the First Aid box to be opened by an Emergency Corps member. Lately it has been reported that several of these pens are missing. That means that some departments are without any pens at all, until new ones can be obtained. Play fair. Use these privileges, but don't *abuse* them. Be sure to replace these pens where they belong each time you use them, so that the next fellow can find them.

VETERAN'S SERVICE LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during April:

			Years
John M. Smith	4- 9-1879	Box Shop	53
Frank Fisher	4- 3-1895	Safety & Fire Inspector	37
John J. Linnehan	4- 7-1897	Paper Mill	35
George Doderer	4-17-1897	Paper Mill	35
John Hale	4-11-1899	Paper Mill	43
Edward Bonner	4- 1-1900	Paper Mill	32
Kenneth McLennon	4- 9-1900	Paper Mill	32
George W. Towle, Jr.	4- 1-1901	Main Office	31
Michael Powers	4- 5-1901	Maintenance	31
Mary Sline	4-11-1901	Box Shop	31
Coleman Howe	4-21-1901	Paper Mill	31
Fred W. Shepard	4- 1-1902	Janitor	30
John Spillane	4- 9-1902	Paper Mill	30
Gustaf Johnson	4- 1-1903	Roofing Plant	29
Patrick Hessian	4- 4-1903	Maintenance	29
Halburton Dobbins	4-25-1903	Stores	29
Joseph Sinkovitch	4-13-1908	Maintenance	24
Joseph Aukstolis	4-25-1908	Roofing Plant	24

John E. Maguire	4- 4-1911	Paper Mill	21
Arthur Connolly	4- 8-1912	Box Shop	20
Charles Geigol	4-15-1912	Paper Mill	20
James Porshinsky	4-22-1912	Roofing Plant	20
Tony Milus	4-29-1912	Roofing Plant	20
Ernest Koebe	4-23-1917	Box Shop	15
Joe Akunewick	4-10-1922	Roofing Plant	10
Rudolph DiMichele	4- 4-1927	Roofing Plant	5
Harold Dunakin	4- 7-1927	Roofing Plant	5
Fred C. Jonah	4-11-1927	Finishing Mill	5
Jim Jurgewicz	4-12-1927	Box Shop	5
Alphonse J. Winslow	4-18-1927	Flooring Plan	5
Wm. C. Gokey	4-20-1927	Maintenance	5
Henry C. Cecchi	4-22-1927	Box Shop	5
PHILLIPSDALE			
James Casey	4-12-1917		15
Makar Kurda	4-20-1917		15
William Callen	4-25-1917		15

VISITORS AT OUR PLANTS IN FEBRUARY AND MARCH

*"Most of the people
Who come and go,
Are friendly folks
Who are good to know."*

ON February 25th nearly one hundred students from the Harvard Business School with Professor J. G. Callan in charge, visited our plants at East Walpole and Norwood. On March 24th a similar group of thirty men from the University of Maine visited here. Professor P. D. Bray and Dr. F. J. Guerin were in charge of this group.

Other visitors included:

Mr. Dupree, Atherton Furniture Company, Haverhill.
Messrs. Colburn, Denton and Woods of the Parker Roofing Company, Springfield, Mass.
Messrs. Atkinson and LaFrance of The Container Corporation, Natick, Mass.

Chicago Roofing Mill

Mr. Curtis, Detroit Door & Sash Co., Detroit, Mich.
Mr. Gregor, Detroit Door & Sash Co., Flint, Mich.
Mr. Lenert, Grand Rapids Sash & Door Co., Grand Rapids, Mich.
Mr. Jones, Ft. Wayne Bldrs. Supply Co., Ft. Wayne, Ind.
Mr. John Suelzer, Ft. Wayne Bldrs. Supply Co., Ft. Wayne, Ind.
Mr. Frank Young, Logansport Roofing Supply Co., Logansport, Ind.
Mr. Joe Yowell, Nashville, Tenn.
Mr. Dougherty, Dougherty & Moss Lbr. Co., St. Joseph, Mo.
J. L. Morris, salesman.

Chicago Flooring Office

Mr. Klimesch of United Rug Stores, Chicago.
Mr. Max Weimer of the Davis Company, Chicago.
Mr. Edw. Hoffman of the Edw. Hoffman Company in St. Paul, who stopped in while on a flight from St. Paul to Bermuda. Mr. Hoffman intends to write an article for the St. Paul Dispatch and Pioneer Press of his experiences enroute.

"Madam," he said, "will you please get off my foot?"
"Why don't you put your foot where it belongs?" she replied shortly.
"Don't tempt me, Madam, don't tempt me," he countered.

AN OLD FRIEND

THOMAS J. LAVIN will be well-remembered by many of the Old Timers around our mills, and we are glad to publish this picture of him, proudly exhibiting a prize-winning Polly-Angus heifer.

Tom raised this animal for Mr. C. S. Bird, Jr., so it is small wonder that he was proud when it won the First Prize and Grand Championship of the largest Cattle Show in Meath County, Ireland. All the more credit goes with this showing, as cattle raising is a "Big Business" in Ireland.

Only the very finest cattle have a chance of winning over there.



T. J. Lavin, exhibiting his prize heifer, told about in the article on this page

We hope Tom will see this picture in the *Review* and know that his many friends are thinking of him and wishing him the best of luck.

SUGGESTIONS

AT the meeting of the Suggestion Committee on March 2, the following suggestions were accepted as showing a savings in manufacturing cost and granted an award of \$10.00 each:

Guard in Front of Pull Rolls at Top of FFN Hangers	Clare Hayman, FFN
New Method of Setting Flap Cutter for End Flaps	Albin Lamminen, FXF
Knife on Liner at Glue Section FXCM2	Charles Mutch, FXC

The following suggestions were accepted as of intangible value and were given an award of \$5.00 each:

Guard Rail at FXFM12 and 13	Earl Boyden, FXF
Signal for Switchboard Operator	Arthur Eppich, EME
Remove Speed Chance from Overlay Section to downstairs	John Eppich, FBPM
Platform Around Asphalt Heater Tank	Wm. Gokey, EMP
Rearrange Iron Ladder Leading to Econ. No. 2	Michael Kelly, ERB
Barrel Rack	William Letts, FBQ
Guard Around Fan on Router	Nils Lindequist, FFB
Improved Method of Cutting FBW Wrappers	Arsene Marchand, FXR

Cover on Inspection Hole to Air Tunnel

Drain on Closed Heater	Joseph A. Marsh, ERB
Extension on Signal Button in Ovens	Joseph A. Marsh, ERB
Laboratory Preparation of Fixative Solution	R. E. Nutter, FFP
	Frank W. Nyborn, PML

Heating Coils in Oil Tanks at FBR

	Oscar Saterdal, FBR
Special Pipe for Hose Connection FBPM1 Coolers	
	R. H. Simmons, FBPM

SNOW AND LOTS OF IT!

VIRGINIA—the land of early Springs, mild winters and terrific snowstorms! At least, so says, C. D. (Joe) Hurtt, Roofing Salesman, after his experience over the weekend of March 6th. On March 9th he wrote in, "I started to see an account in Strasburg, Va., but could not make it because of the snow."

"The Valley of Virginia had the worst storm on Sunday since 1909. All the roads were blocked and no telephone or electric light service. Drifts were reported as much as 18 feet high blocking the roads in some places."

Alan Shaw, Flooring Salesman in New York, also reported that he was completely tied up for a day in Syracuse because of this same heavy storm. He sent in pictures showing drifts higher than the automobiles on the road. He wrote: "I'm writing a book—'With Shaw at the North Pole'."

CHARLES O'CONNOR, formerly of the Roofing Laboratory, and now working with General Plastics near Buffalo, New York, recently sent on this interesting account of what they do when it snows in Western New York. It makes even Joe Hurtt's story sound tame. Charlie writes:

"We finally had an 'ice-bridge' at the falls (Niagara), but it didn't last long. We also had quite a storm across the center of the state. The country is so level and such a high wind blows from the lakes that there is never much snow on the ground, but here and there a drift forms. The trucks which keep the roads clear travel for miles and do nothing, then suddenly strike a drift and are stopped. The men tackle the lowest side of it (away from the water) and make room for the truck to go through, and their job is done for that trip. No joking

Delaware Avenue, a six lane highway into Buffalo, was clear for miles, and between Tonawanda and Kenmore there was one large drift with a one way cut through it. Two days after the storm they shoveled it away and all was O.K. for Sunday traffic. If we had a bad winter here, I am sure that we would have to stay snow-bound for half of it.

They had to let the man who operated the side-walk plow out of jail after the last storm because he owned the horse and equipment. If that sounds too 'fishy' look up in the Tonawanda News of last week. It is on the front page. And they call this a city!!"

SO THEY SAY

A motorcycle cop pulled up beside a car parked on a country road in the wee shall hours of the morning.

"Hey," he yelled, "what business have you got to be out here at this time of night?"

"This isn't business," came a voice from within, "It's a pleasure!"



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	American Twins Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Super Twins (Thick Butt)	Hex-Twins	Individuals
Custom Built	Lock-Butt	Multi-Bric Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Waterdyke	Selvage Edge	Slate Surfaced

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Paper Mulch	Reenforced Paper	

BIRD Wall Board

NEPONSET Board, Cream White	American Board
SUPER-NEPONSET Board	SUPER-NEPONSET Board, Tile Design

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Air Cell Insulating Board
BIRD Insuliner	BIRD Insulating Blanket
Paroid Built-up Roof	BIRD Deadening Felt
Plastic Cement	Roof Coating
	BIRD Super Building Felt

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring
BIRD Rug Border		BIRD Lining Felt
BIRD Carpet and Rug Cushion		BIRD Saturated Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases	Wood Frame Fibre Shipping Cases
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Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Flower Pot Covers
	Earth Bands

Special Paper Division

Standard Pressboard	—	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes		
Cable Insulating Papers		Binders' Board



{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XX

May 1932

No. 5

GOOD SUGGESTION WINS SPECIAL \$25.00 AWARD

WILLIAM F. MURPHY, Roofing Shipping Department, is thirty-five dollars richer as the result of a good suggestion entered last month. He suggested a new method of bracing a solid car of rolls, through which the company has been able to make a real saving, and at the last meeting of the Suggestion Committee on April 6th his suggestion received an award of \$10.00 for showing a savings in manufacturing cost, and in addition a Special Award of \$25.00.

What Mr. Murphy has done all of us have the chance to do. Our company was never any more eager to get good suggestions than it is today. Ideas for new products, for improvements to products which we now manufacture, for improvements to buildings and machinery, for elimination of waste—good ideas along any of these lines are worth real money to the men who suggest them. An idea is no good until it is shared with some one, until it has been put into action. We all have ideas about our jobs. The next step is to get those ideas onto a suggestion blank and into a suggestion box. Every accepted suggestion means \$5.00 in somebody's pocket. We have nothing to lose and everything to gain by using the Suggestion Plan.

Let's get the Suggestion Habit right now!

Other suggestion winners in April, besides Mr. Murphy, were as follows:

Class 2, showing a savings in manufacturing cost, and given an award of \$10.00:

Change Nash Felt Guide Roll P. H. Mudgett, PMJ

Class 3, suggestions of intangible value, given an award of \$5.00 each:

Solenoid Valve Lever John Bache, EM
Improvement on Conveyor in FB21 Santo Columbo, FBF
Platform for Working on Cranes in FX1 Basement

Belts to Make Rolls Wind up Evenly Arthur Eppich, EME
Guard for Tape Gears on FXRM26 Ruel Fulton, FBPM7

Knives on Finishing Tables John Ginley, FXR

Improvement on Pull Rolls Frank E. Hartig, FX2 Off.

Cover Wires on Glue Pots Laurence Hubbard, FXR

Shelves for Finishing Tables Anthony Montisano, FXR

Yoke Hooks on Crane at DF Frank O'Neil, FXR

Make Platform Over Salvage Table in FXC Waterproof Joseph Thomas, DMT

Longer Chutes for Draining Boxes William Urquhart, FXC

Milford Ward, FFP

OF INTEREST TO US ALL

RIGHT now we are all looking for the price of things which are considered necessities to drop. Some of these were at one time or another called luxuries.

The shortening in hours of the week's work and the ten per cent reduction in salary and wages, which now seem necessary, have caused us to look around for bargains in everything we buy.

If a friend should tell us where we could purchase groceries, clothing, fuel, movie tickets and compulsory auto insurance at about half the price we are now paying, what would we do? Buy it of course.

Life insurance was purposely left out of the above list because it is a known and proven fact that we can buy *Savings Bank Life* insurance from twenty-five to fifty per cent cheaper than other kinds of life insurance.

For our benefit only, Bird & Son, inc. is an agency for Savings Bank Life insurance. The Labor Bureau has the information and invites us to inquire how we can cut our insurance costs almost or perhaps more than fifty per cent. This depends on the types of policies we are now carrying.

The Labor Bureau has in its files actual cases which show that some of us were paying from \$1.70 to \$2.00 a week more for insurance than we needed to. These figures represent an average savings of sixty-two per cent. There certainly are many more just such cases. We owe it to our families to have our own insurance costs looked into.

Don't let us feel badly about the money we have spent needlessly for life insurance. Instead let us feel happy that here is one thing we can buy cheaper.

None of us like to be pessimists, but who will argue that a dollar saved now won't look mighty big next winter.

30

MR. HENDERSON ELECTED

MR. THOMAS G. HENDERSON, Superintendent of our Phillipsdale Plant, was recently elected the first President of a newly-formed East Providence Safety Council. Congratulations to him!

Mr. Henderson has had many years experience in Safety work and has built up a fine organization in his own plant at Phillipsdale. He is very adequately prepared to take over his new duties, in which we wish him the best of success.

FIRST AID COURSE

THE twelve Bird & Son men who entered the First Aid Course at Bird Hall have all completed the course with an average over 90%. The highest grade in the class went to Maurice Tarr, Maintenance Department—98%. The second man in the class was also a Bird & Son employee—Frank Eisenhauer, Printing Department.

Other Bird & Son workers who completed the course were: John Burhoe, Boiler Room; Arthur Colburn, No. 1 Box Shop; Harry Dresser, Roofing Maintenance; Leroy Fullerton, Shoe Cartons; Gerald Hazlett, Maintenance; William Jackson, Superintendent No. 2 Box Shop; Ralph Kemp, Roofing Laboratory; Henry Morgan, Roofing Office; Lyman Small, Flooring Maintenance; John Smith, Flooring Undercoat.

We are glad to see that so many different departments in the various mills are represented. It is good to know that scattered all over our plants are individuals who have voluntarily trained themselves in all the details of First Aid so that they will be ready to act intelligently in case of an emergency.

BIRD CLUB ENTERTAINMENT

THREE hundred Bird Club members and guests enjoyed the entertainment and dance held on Friday evening, April 22nd at the Norwood Junior High School.

Nine vaudeville artists presented a program of wide variety including dancing, singing, comedy, and ventriloquism. Highlights of the evening were the skits and songs by the Variety Trio and the impersonations of Guy Sweeney, who also acted as master of ceremonies.

Following the entertainment, refreshments were served and the floor was cleared for dancing with music furnished by Ray Rafuse and his Orchestra. The committee in charge of Ladies' Night was: Kenneth G. Rouillard, Chairman; J. Harold McNeeley, Lawrence M. Doane, Fred B. Duncan, Ernest W. Oakes, and Albert F. Gilmore.

RUG CUSHION CONTEST

FRED. H. BAGLEY and I. Stanley Bailey were the two Eastern Salesmen winning prizes in the Rug Cushion Sales Contest, and E. J. Roberts and F. W. Jackel were the two Western Salesmen to come out on top.

Bagley and Jakel were the gentlemen who turned in the largest number of orders, and Bailey's and Roberts' orders showed the greatest dollars and cents value.

\$50.00 cash prizes were awarded to each of the four men. Congratulations!

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during May:

			Years
John H. Smith	5-14-1878	Maintenance	54
Fannie Murphy	5- 1-1886	Box Shop	46
Annette Blaney	5-17-1897	Library	35
Albert Erickson	5- 1-1899	Flooring Plant	33
Harry L. Tower	5-12-1901	Box Shop	31
John Kirby	5-16-1903	Paper Mill	29
Michael J. Mohan	5- 7-1907	Roofing Plant	25
Patrick Reardon	5- 7-1907	Roofing Plant	25
Paul Krucas	5-20-1907	Roofing Plant	25
Albion Gottberg	5-16-1908	Maintenance	24
Herman Wauhkonen	5- 1-1909	Flooring Plant	23
Frank R. Meyer	5-24-1909	Box Shop	23
Elmer Jordan	5-25-1909	Roofing Plant	23
Matejs Minkevics	5- 4-1910	Box Shop	22
Patsy Sansone	5- 4-1910	Flooring Plant	22
David Regan, Sr.	5- 1-1911	Maintenance	21
John Ruskis	5-13-1911	Roofing Plant	21
Adolf Guttock	5-31-1911	Box Shop	21
W. J. Patterson	5- 7-1912	Paper Mill	20
John Wosner	5-23-1912	Roofing Plant	20
W. A. Beaulieu	5-14-1917	Main Office	15
Peter Rucstalis	5-29-1917	Paper Mill	15
Nicolantonio Puopolo	5-31-1917	Flooring Plant	15
Hannah Flavin	5- 1-1922	Main Office	10
Patrick Tracey	5- 8-1922	Roofing Plant	10
Clarence Hagman	5-12-1922	Flooring Plant	10
John Fleming	5-15-1922	Maintenance	10
T. F. Bannon	5-22-1922	Maintenance	10
Edward A. Hall	5-22-1922	Main Office	10
John C. Donnelly	5-22-1922	Roofing Sales	10
Karal Dubrowski	5-24-1922	Paper Mill	10
Frank Heino	5-24-1922	Roofing Plant	10
J. S. Walker, Jr.	5-27-1922	Maintenance	10
Adam Sidlackas	5-31-1922	Flooring Plant	10
Joseph Marsh	5- 6-1927	Power and Steam	5
Byard Bennett	5- 9-1927	Box Shop	5
Elaros Balutis	5-12-1927	Roofing Plant	5
Joseph Trusewicz	5-13-1927	Roofing Plant	5
Wilnot Irving	5-16-1927	Flooring Plant	5
Patrick O'Donnell	5-20-1927	Paper Mill	5
Lewis Keddy	5-26-1927	Paper Mill	5
Stephen Melish	5-26-1927	Flooring Plant	5
Phillipsdale			
Serafim Moreiro	5-22-1927		15
John Vargos	5-26-1922		10
Manuel V. Rodriques	5-23-1927		5
Chicago			
Zelma Scott	5-10-1927	Office	5

TWO LOST-TIME ACCIDENTS

Two men are still out with broken bones received from accidents during the month of April.

On April 4th a load of shingles fell off a skid in the Shipping Department at the Roofing Mill, and pinned Manuel Coneja's legs against another nearby skid. He suffered a fracture of his left leg. John Griffin of the Rug Finishing Department was helping to start a sheet on an arbor when his right hand was caught, resulting in a slight fracture of his right arm.

Let's make May a no-accident month. We can do it!

Notes From Plants and Offices

MAIN OFFICE AND SALES

We extend our sympathy to Bill Miller, Flooring Salesman, in the death of his father last month.

The office was much surprised and very happy to hear of the marriage of Art LeBlanc, Flooring Salesman, to Eleanor Euller on Saturday, April 2nd. We all wish you the best of luck, Art.

Miss Ruth Arel, plant nurse, left Bird & Son on May 1st to become the bride of Arthur Eppich, Electrician. The wedding date, we understand, is set for May 28th. Good luck and best wishes to both.

Did you see Arthur Wilson on the front page of Monday's Boston papers on April 18th? Arthur, as Vice-President of the Norwood Chamber of Commerce, was one of the official party to greet Ex-Ambassador W. Cameron Forbes when he arrived at the Huntington Avenue station on Sunday. Others in the group included Judge James A. Halloran, Gaspar G. Bacon, president of the Massachusetts Senate; and Dewitt C. DeWolf, secretary to Governor Ely.

Ruth Davis left on April 15 to be married April 19 to Mr. Frederick Nielson of Norwood. She was presented with a gate-leg table, coffee table and table lamp from her co-workers. We wish her loads of luck.

PAPER MILLS East Walpole, Mass.

Did you see Wilbur Fay's new Studebaker? Snappy color and everything.

Harry Godkin has been seen around Wellesley recently. We wonder if he was training for the Marathon.

Bob Hood has been up on the ice all winter at the water hole looking for the golf ball he lost last summer. If he doesn't find it, no golf for him this summer!

Jim Kivlin got eight nice trout the first day of the season—April 15th—all over 13 inches. Believe it or not, but you all know Jim.

We are all glad to welcome Jack DeCosta back with us again. He was out sick for about seven weeks.

Ken Rouillard spent the holiday of the 19th visiting friends on Long Island.

Ray Kirk has decided Spring is here for he has discarded his leather jacket and little helmet.

Bill Koehler says that he never had his face lifted. The change that took place was caused by his having his side whiskers on.

Phillipsdale, R. I., Mill

Spring has come for Ted Maddern was seen one day recently minus his scarf and overcoat.

We understand Joe Moura is about to enter politics in East Providence.

Ed Vatcher is in the market for another rug cushion. The one which he had and also the rug which covered it were destroyed in a fire which he had a week or so ago.

We are sorry to hear that the wife of Stanley Sorzadel has had a shock and is now in St. Joseph's Hospital.

Willie Banks and his wife recently celebrated their twenty-fifth wedding anniversary with another couple by going to Boston and revisiting the scene of their childhood days.

BOX FACTORIES No. 1 Box Shop

We welcome Eddie Flanagan and Pete McCall from the Combiners as regular members of the Corrugated Department. Ed Hutcheon is transferred temporarily to the Roofing Mill.

John Cooke is now sporting a new Plymouth Sedan. Some of the boys on hearing the news immediately invited themselves to a week end trip to New York. Owing to the lack of exceptionally large seating accommodations, it was decided that there was no room for John. This didn't quite suit him, and he cancelled the trip, much to the disappointment of the boys. John will surely maintain his popularity with the other sex now.

No. 2 Box Shop

Ruth Bailey is thinking of going West. She is to sell step ladders.

Mary McKinnon was the first one to wear a straw hat in her section of the Box Shop. Oh, how it has rained since!

We extend our sympathy to John Wilkes who recently lost his sister-in-law.

Ruth Bailey and her partner were winners of a prize Fox Trot in Norwood on April 1st. Ask Ruth about her prize.

William Duquette is the proud daddy of a bouncing baby girl, born April 4th.

Peter Bridgham is glad Spring is here again, so he can run (motor) down to Maine over weekends.

ROOFING MILLS AND OFFICE Norwood, Mass., Mill

Warren Kumbad and Milton Beasley have completed a course in Applied Colloid Chemistry given by Dr. Lewis at M. I. T.

James Quinn is back on the job again after an extended illness.

Ray Call has weathered successfully a minor but painful operation, and is now back at work.

Have you seen Ed Wenstrom sporting his new Graham-Paige sedan?

The Maintenance fellows held their annual bowling jamboree at Dine's alleys on April 8th. Four teams entered the contest which was won by Ed Wenstrom, Red Johnston, John Folan, Ruel Fulton, and Bill McLauchlan. Johnston won the high three string total and Fulton took second.

We all extend our sympathy to Axel Ostrom on the recent death of his daughter, aged 12, at the Norwood Hospital, following an operation.

Al Whitmore has just undergone an operation at the Norwood Hospital for ulcers of the stomach, and latest reports say that he is resting as comfortably as can be expected. We all wish him a speedy recovery to good health again.

Chicago Roofing

We were delighted to have a visit from Jim Bartlett recently, and hope to see him back on the job shortly.

Howard Hanna spent Sunday morning spading his garden and discovered several muscles he never knew he had. We imagine he will take to church going from now on.

Rose Moore Tilton, formerly of the Stenographic Department, paid us a visit recently. We were also glad to have a visit from Juanita Amerman Greenock with baby Jocelyn.

"Bill" Wilson is evidently earning a reputation with the Railroad fraternity as a first class customer. Nothing else could explain the special service he got the other day when a Wabash train made a special stop for him at our back yard. "O. B." Schreen and Jean DeBerg will probably be making similar demands from now on.

Edith Johnson of the Sales Department won the \$5.00 prize offered for a name for the new green surfacing. Dura-Green was the name selected from a list of about 150 names submitted.

FLOORING MILL

Lauri Palonen was our representative in the April 19th Marathon Race this year. We admire anybody with nerve enough even to enter such a race, and we're proud to know that Lauri not only ran the whole race, but finished in the upper 5th of those running. Good work, and still better luck next year.

Roy Young is the proud parent of a baby daughter born Friday, April 22nd.

John Corcoran, the keeper of the stock sheds is so used to turning out lights, that on one dark and cloudy day recently when he left the shipping office he turned out the light. This has become such a habit with John, no doubt he does it in his sleep.

Chicago Flooring

Tommy Howells of the warehouse came down the other day with the latest haircut—the buzzard bob. He claims he went to a barber and told him his hair was falling out and wanted something to keep it in. What did you think he was going to give you, Tom—a box?

Because of his victory in the Rug Cushion contest, during Mr. Jakel's recent visit to the office he treated us with a box of candy. It sure was good, Mr. Tyson—too bad you had to miss out again by being out of town.



TWO MORE OLD-TIMERS

THROUGH an oversight, the name of Mr. Thomas G. Henderson was omitted from the list of twenty-five year employees in the April issue of the *Review*. Mr. Henderson is still very much alive and fills the important position of Superintendent of our Phillipsdale, R. I. mills. He came to work for Bird and Son in December, 1894, which means that he will complete 38 years of service this year. For twenty years he has been Superintendent at Phillipsdale. He also has the distinction of being the only man at Phillipsdale with a record of more than twenty-five years of service with the company.

William R. McNeil, of Building Products Limited, Canada, is another member of the Bird & Son family with a record of more than twenty five years behind him. He began work at East Walpole as an office boy in 1899, worked up through the Sales Department, and eventually became Advertising Manager. About fourteen years ago he was transferred to the Canadian plants as General Manager, and at the time Building Products Limited was formed as a separate company, he became General Manager and Vice President.

Because he is connected with this associated company in Canada, we like to consider him still "one of us". Both his and Mr. Henderson's names should have appeared in the article in the April Review.



SOCCER NOTES

BIRD AND SON Soccer Team has won its way into the gold medal class of Boston and District League, along with Clan McGregor of Quincy.

These teams meet Sunday, May 1st, at Quincy in their final scheduled league game. The result of this will decide which team wins the league. One half game will separate them in league standing before the start. Both teams will receive the same type of gold emblems irrespective of the result, and take part in a two game play-off series for the Thomas Greaves challenge cup, emblematic of League Championship.

They will also open in the Curley Cup com-

petition during May and be favorites to win this beautiful trophy.

Jack Smith, Bird and Son Captain, was honored by the Captaincy of the test game at Lincoln Park, Boston, between selected teams of the Boston and District and Bay State Leagues. Harry Benson was chosen as goalie and McAllister outside left. Smith and McAllister were chosen by the State Association to represent Eastern Mass. against Western Mass. at Springfield on Sunday, April 24th. McAllister could not play in either game because of injuries, but Smith and Benson starred.



OTHER ATHLETIC NOTES

THE crash of bowling pins has hardly died away, but already we hear loud warnings of a lively season of golf. Even before the last snow flurry, some of the veterans had put in appearance at the Country Club, and now by May 1st, the season is almost in full swing. Plans are not complete yet, but at this writing, it seems likely that another League will be formed this year, probably with four teams as before. Members of the Office team, which won first place last year, issue a warning now to all other would-be champions to "get going" because the Office is out to win again this year.

* * *

And speaking of golf, here is an interesting Bowling note. The Roofing Machines Team (Michienzie, DeLaiarro, Alexandrini, DiFlaminies and Tom Smith) met a team from the Foxboro Company last month and took all four points away from them. The total for the evening was 1447, against 1354 for Foxboro. A return match at East Walpole will be played later.

* * *

Baseball is with us again. A meeting was held on Thursday, April 28th at which it was decided to have a Bird & Son team this year, but not to have any Departmental League. Practice will start May 2nd, weather permitting, and another meeting will be held soon to vote for the Captain and the Manager. All Bird & Son employees are eligible for the team. Watch for further announcements.

* * *

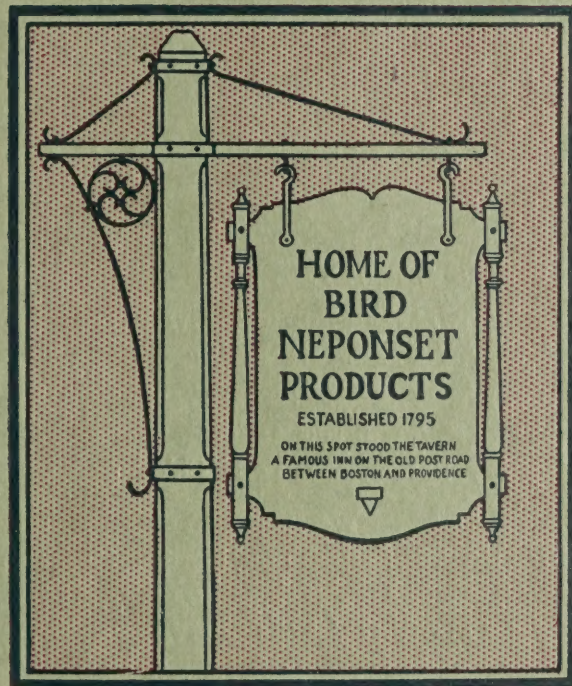
The hay and what-have-you has been raked off the Walcott Avenue courts, preparatory to a busy season in tennis. Frank Clem, President of the Tennis Club, says that he expects to call a meeting soon to decide on tournament plans for the summer. No date has been set yet for the opening of the courts.

* * *

The Girls' Bowling Team, (Duck Pins) has only 3 games left for the season. At present they are fourth in the League, with Mansfield leading.

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XX NO. 6

JUNE 1932



Established 1795

BIRD & SON

(incorporated)



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plant

Norwood, Mass.
Chicago, Ill.

Officers

President, PHILIP R. ALLEN

Vice-President, GEORGE R. WYMAN

Vice-President, ELMER H. BARTLETT

Sec. and Treas., AXEL H. ANDERSON

Directors

PHILIP R. ALLEN

AXEL H. ANDERSON

ELMER H. BARTLETT

CHARLES S. BIRD, JR.

GEORGE D. DUTTON

GEORGE C. LEE

JOHN R. MACOMBER

HOWLAND TWOMBLY

GEORGE R. WYMAN

SALES

Paper Sales Division

Vice-Pres. and Mgr.

E. H. BARTLETT

Roofing Sales Division

Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM

Box Sales Division

Manager, C. H. ANDREWS

Carton Sales Division

Manager, A. M. Claffee

EXECUTIVE

Asst. to Pres., R. C. FLOYD
Treasurer and Comptroller,

A. H. ANDERSON

Asst. Treas. and Credits, D. E. MERRILL

Asst. Treas., H. E. DAVENPORT

Auditor, W. C. AHLGREN

Purchasing and Traffic, A. H. RUSSELL

Assistant, M. J. HAWKINS

Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN

Assistant, E. M. LINES

Chief Paper Div., E. L. CONNOLLY

Chief Flooring Div., J. E. GRAHAM

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. WYMAN

Staff Engineer, B. H. ROBERTS

Manufacturing Staff, P. N. HILLS

Gen. Supt., E. Walpole, C. W. CONRAD

Supt. Paper Div., R. A. WILKINS

Supt. No. 1 Box Factory, R. L. TUPPER

Supt. No. 2 Box Factory, W. S. JACKSON

Supt. Felt Div., T. G. HENDERSON

Supt. Flooring Div., R. M. WIGHT

Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN

WESTERN ROOFING DIVISION

Manager, F. H. HIRD

Sales Manager, W. W. WILSON

Superintendent, J. G. YOUNG

Branch Offices

Boston, New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, BROCKTON, MASS., SOUTH KEARNY, N. J.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P. R. ALLEN

Vice-President and Sales Manager, H. E. SAWYER, JR.

Secretary and Treasurer, A. H. ANDERSON

Eastern Manager, W. B. ROGERS, JR.

Western Manager, R. W. WESTCOTT

Branch Offices

Boston, New York, Chicago

Warehouses

ALBANY, BALTIMORE, BROOKLYN, CAMDEN, CHICAGO, CINCINNATI, CLEVELAND, DALLAS, DAVENPORT, DETROIT,
EAST WALPOLE, HARTFORD, INDIANAPOLIS, KANSAS CITY, LOS ANGELES, MILWAUKEE, NEWARK,
NEW ORLEANS, PEORIA, PITTSBURGH, RICHMOND, SAN FRANCISCO,
ST. LOUIS, ST. PAUL, SEATTLE

BIRD'S NEPONSET REVIEW

Vol. XX

June 1932

No. 6

OUR NEWEST PRODUCT

How We Manufacture Bird Carpet and Rug Cushion

THE story of Bird Carpet and Rug Cushion begins in the Research Laboratory where extensive tests were made on various forms of felt cushions long before the product was ever

At the Flooring Mill this felt enters a combiner where it is first cemented together with a flexible cement and then run through a corrugator which gives the ribbed effect to the cushion, increasing



Margaret Owens of the Main Office, showing us how a new Bird Rug Cushion improves the appearance of a living room rug. Notice that the chair can be dragged across the rug without causing it to wrinkle. Bird Rug Cushion not only makes that rug feel like a million dollars as you walk on it, but it will actually lengthen its life

put on the market. The laboratory, working in close cooperation with the mill, has now developed this product into an outstanding cushion with advantages and wearing qualities unsurpassed by any other on the market.

Like other flooring processes, this one starts at Phillipsdale where a high grade of soft resilient felt is manufactured and then shipped in large rolls to the Rug Finishing Department at the Flooring Mill.

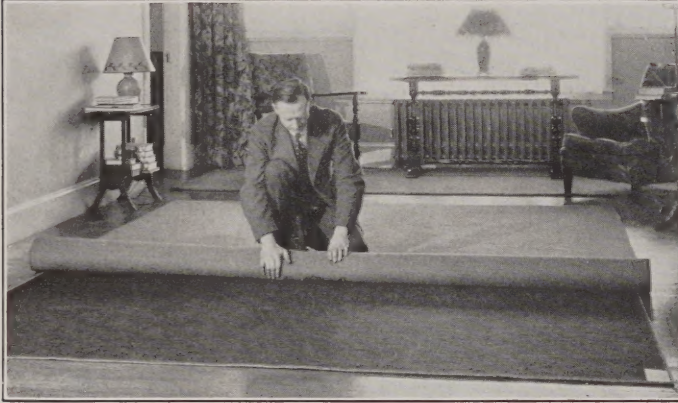
both the flexibility and the cushion-like effect. At the corrugator there are also sharp knives on either side which trim the cushion to the desired width. Incidentally, the corrugating roll is the widest roll of its kind ever made. It measures 115 inches and will corrugate a finished product to the width of 111 inches.

From this operation, the cushion is taken to the cutters where it is slit to the proper rug sizes, or made up into standard size rolls of uncut

cushion for use under carpets. The carpet cushion is then wrapped and sent to the shipping department as a finished product, but the various sizes of rugs have another operation to go through—that of stitching. They are fed by hand through large sewing machines which stitch up the four sides with an attractive red, white and blue border, making the sides firm so that the goods will not wear or break on the edges. The cushions are then wrapped individually like Bird Rugs,

or when in actual use. It has an attractive appearance, is entirely sanitary and odorless, and is moderately priced.

Bird Carpet and Rug Cushion fits in very nicely, from a distribution standpoint, with our other Floor Covering products being sold by the same stores that sell Felt Base Rugs and Floor Covering. Being a felt product it is closely allied in composition with our other Floor Covering products.



Norman Brookes, Research Laboratory, illustrating how easy it is to install a rug cushion under a rug in your home. A few moments' work is all that is necessary

and sent to the Shipping Department for distribution to dealers throughout the country.

This, briefly, is the process every yard of Bird Rug Cushion goes through to insure delivery to the customer of a soft, clean, resilient cushion.

Already, many of our own employees have one or more of these Bird Rug Cushions on the floors of their homes; some were installed as test cushions while the Research Laboratory was developing the product, and many more have since been purchased by men from almost every department through the mills.

It is indisputably a high quality product, and judging by the way it has already been received both by the customers and by our employees, it will find a ready market and compete with the highest grade cushions on the market.

RUG CUSHION FINDING A READY MARKET

by
H. E. Sawyer, Jr.

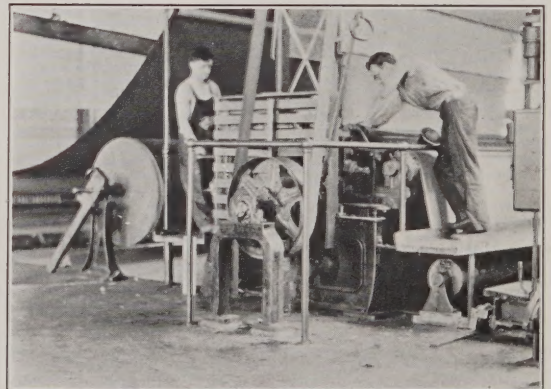
BIRD Carpet and Rug Cushion has met with very general approval on the part of our retail and wholesale customers. It fills a real niche in the rug and carpet cushion field, being a quality product at a relatively low price. Its chief selling points are—a remarkable degree of resiliency, and lack of stretch when being laid

Ladies' Duck Pin Bowling League

by
Helen Gustafson, Captain Bird & Son Team

ON May 18th a banquet was held at Alconia Inn at North Smithfield, R. I., where an evening of entertainment and dancing was enjoyed. Teams from both the Northern and Southern Divisions of the Ladies' Duck Pin Bowling League attended.

The Bird & Son team was successful in finishing in fourth place, for which a prize of \$12.00 was given. It is reported that Margaret Owens and Ralph Farris managed to get enough to eat in the short time allowed between nine and twelve o'clock.



The combiner at the Flooring Finishing Department, where Bird Rug Cushion is made. Fulton MacLean, left, and Martin Scampini, right, working on the machine

NO LOST-TIME ACCIDENTS IN MAY!

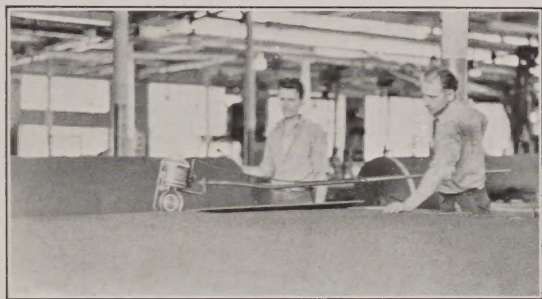
FOR the first time this year we have had a NO-ACCIDENT month. We have gone the entire month of May without a single worker having an accident severe enough to keep him from work. This record shows a fine comeback after the hard luck we experienced early in the year. Co-operation from every man in the organization is what has made it possible.

Now—CAN WE DO IT AGAIN IN JUNE?

A SAFE DRIVING SPEED

JUDGED by what we see on our highways almost every auto driver has a different idea of safe speed.

As a matter of fact there are many safe speeds,



The cutting table—Anton Skinner, left, and Howard Ellis, right, operating the machine which cuts the rug cushions to the desired sizes

says the National Safety Council. It all depends upon a variety of factors.

One may drive safely over a piece of wide country road on Monday, for example, at 45 miles an hour. But on Tuesday this highway may be covered with rain, snow or perhaps sleet. Then only half or possibly a third of Monday's speed is really safe.

Today that same piece of road may have no other car on it except yours; tomorrow it may be crowded with holiday traffic. If so, the "safe" speed must be much slower.

Also consider your four-wheel brakes. Do you know whether they are in such first class condition that, going 35 miles per hour, you can stop within sixty feet? Or, if going 20 miles per hour, you can stop within 20 feet? If not, either of those speeds is too fast for safety.

People also vary greatly in the quickness with which they can respond to stimuli when danger threatens. For example, some drivers who are mentally alert and have quick muscular reaction can apply their brakes in a third of the time required by mentally or physically sluggish drivers.

How fast, then, is a safe speed? There is only one good answer:

Know yourself, your car and your highways. Then drive so that your auto will *always* be under control.

In short, a safe speed depends on one's ability to stop in time.

Bird Club Travel to Greenland with Commander Donald MacMillan

BEFORE a crowd of Bird Club members and guests at Bird Hall on Friday night, May 20th, Commander Donald B. MacMillan told of his experiences in the Far North, illustrating his talk with lantern slides and six reels of moving pictures.

In the 25 years during which he has been making frequent trips into Labrador and Greenland, he has made intimate acquaintance with the Eskimo. His moving pictures gave the complete story of the life these people lead, and were as good as a trip into Labrador. MacMillan is a fine speaker with an interesting story to tell, and those who attended enjoyed one of the treats of the Bird Club season. Especially interesting to Bird & Son workers were the pictures of the first schoolhouse, built at Nain, Labrador, by MacMillan in 1929, and covered with Bird Super-Twin Thick Butt Shingles.

The Committee in charge of the entertainment was from No. 1 Box Shop and included: R. L. Tupper, Chairman, Arthur Colburn, Herbert Lewis, John Locke, and Harry Tower.

The next, and final event of the season, is the Big Outing and Clam Bake at Francis Farm, Rehoboth, Mass. A lunch at noon, followed by an afternoon of sports, and an Old Fashioned Clam Bake at 5:30, promise an outing that no Bird Club member will want to miss. Watch for further announcements about the Sports events.



Stitching the border on the Rug Cushions—Winfred Schaier is operating the machine, and Francis Sheehan is working behind him

THE NORWOOD HOSPITAL NEEDS YOUR HELP

A COMMUNITY ORGANIZATION

DURING the year 1931, the Norwood Hospital cared for 2246 men, women, and children, furnishing them with constant nursing service, food, and the best of medical care as each individual case required. Because of its excellent record, the Hospital has again received the distinction of "Class A" rating by the American College of Surgeons.



The new Warehouse at the end of the Stock Transfer Shed is going up. George Doderer and Alfonso Julis are laying the bricks, and Coleman Howe of No. 1 Box Shop is the man in the foreground giving the camera man the dirty look

To carry on the great work has meant the expenditure of a large amount of money. What the patients pay for the service does not cover entirely the cost of operation, and there is at present a deficit of \$10,851.57 which must be met by the community which the Hospital serves. Each surrounding town has been asked to contribute a certain percentage of this total, according to the number of patients from the town cared for by the Hospital. Norwood's share is \$5,382.38 and Walpole's is \$2,072.65.

Like the Police and Fire Departments, our Hospitals stand ready day and night to offer service to all who need it. No one who is sick or in need of medical care is denied admittance. Most of those who are ill pay for their services, but even they pay for only a part of what their care costs the Hospital, and there are others, less fortunate, who are unable to pay more than a small part of their expenses. The police and fire departments rely upon taxes for their support, but the hospitals must be supported out of the generosity of the citizens in the various towns.

You and your family may never need the Hospital for many years, but the time may come

when you will need it badly. The protection the Norwood Hospital gives against sickness and death is worth many times over the little you are asked to contribute each year toward its maintenance. At the same time you are helping others in their need, and so performing the finest kind of service.

Give a little—what ever you can—See this drive for \$10,851.57 over the top; do your part toward maintaining one of the most important needs of this community.

CONTRIBUTE YOUR SHARE TO THE NORWOOD HOSPITAL FUND.

SUGGESTIONS

AT the regular meeting of the Suggestion Committee on Wednesday, May 4, the following suggestions were accepted:

Class 2, showing a savings in manufacturing cost; awarded \$10.00 each:

Locking Pin on Slitter Holders Charles Chorlton, Jr., FBM
Build Additional Door in Wall of Stock Shed

New Method for Using Mica Glue John Lobisser, FMT
Frank Welch, FXG

Class 3, of intangible value, awarded \$5.00 each:

Longer Glue Pot Shaft on FXRM10 Harry Clark, FXR
Bundle Wire at No. 1 Sorting Room James Capoldo, EMY

New Guides on Shingle Machine Charles Chorlton, Jr., FBM
Color Combination on Signs Edward Geraghty, EMW

Improve Feeder on FXGM4 James H. Ginley, FXG
Cut away Cement so Asphalt Header can be Cleaned without

Removing William Gokey, EMP
I-Beam and Trolley over Fan Motor Michael Kelly, ERB

Short Ladder to aid in Changing Charts in Brigade Room
Frank J. La Civita, P. Office

Vacuum Pipe in Wet Felt John L. Linnehan, DMPM5
Guard Rail around Fan Coupling. (Safety Measure)

Heavy Rolls at Blanket Sect. FXCM2 John McLennan, ERB
Switch Box in Machine Shop Charles Mutch, FXC

Method of Opening Valve to Overlay Coating Tank
Henry Smith, FBM

Two men from the Roofing Maintenance Department were also awarded an extra \$10.00 for having had five suggestions accepted: Charles Chorlton, Jr. and J. Henry Smith.

FOR THE BLIND

A small storekeeper, to the surprise of his brethren, suddenly decorated his window with a gorgeous new blind.

"Nice blind of yours, Isaac," quoth his neighbor.

"Yes, Aaron."

"Who paid for it, Isaac?"

"The customers paid, Aaron."

"What! The customers paid for it, Isaac?"

"Yes, Aaron. I put a leedle box on my counter 'For the blind.' And they paid for it."

COAL—COKE—OIL

by
A. W. Smith

BIRD & SON, INC. commenced on August 1, 1928 to take employees' coal orders and arranged for delivery by two of the local coal dealers, Beaver Coal & Grain Company of Norwood and F. A. Fisher of Walpole.

Since then nearly nine thousand dollars have been saved by employees buying their coal in this way. This represents a saving of one dollar a ton. It is now possible to save an additional fifty cents a ton by paying cash when placing the order.

Prices are the lowest at this period of the year and are certain to be higher before it is time to start the fires in the fall.

To those who have the cash on hand to buy now we suggest they do so. To those who must buy one or two tons as they need it, we suggest they borrow the money from the Neponset Credit Union and put in their next winter's supply. The small interest charge can be paid and still save money. Another good method is to buy a ton each month starting now, and when winter comes the year's supply will be in and paid for.

Coke prices are also the lowest and will be increased July 1st. By paying for two or more tons before then the coal dealers will guarantee the present low price of \$10.90 until April 1, 1933.

Range Fuel Oil may be purchased at a saving too. At present all these orders are filled by F. A. Fisher.

Orders for fuel are taken at the Neponset Credit Union and passed along to the dealer the same day as received. Present prices are on all the bulletin boards.



FISHING

(as told to the Editor by Harry L. Tower, No. 1 Box Shop)

UP until two years ago, Wilbur Fay (Maintenance Department) and I used to go down Maine fishing every Spring. We did this for five or six years running, either trying some new section where the fishing was supposed to be good, or going back to some favorite spot where we had been before.

About the best fishing we found was in Washington County. Sometimes we would start out from Bangor, across Hancock County and into the western part of Washington County, camping by various streams and trying our luck. We usually made Beddington our headquarters and spent most of our time fishing in streams near there. Another favorite spot was Lake Mopang, not far from Beddington. This lake can't be reached by auto, as there is only an old cart path for horses over the mountain to it. We used to

walk the three miles over the mountain, carrying a folding boat for use on the lake. It weighed sixty-one pounds, but would fold up into a bundle which was fairly easy to carry.

There was plenty of trout and salmon in this lake and we had good luck in getting both. I remember once when we first reached the lake and were going across to the Camp on the other side, we caught two nice salmon on the way over—or rather, Wilbur caught them, in spite of the fact that the water was calm and the sun was shining bright. The next day was an ideal fishing day, cloudy and ripples on the water, but we didn't get a single salmon that day. You can never tell when you are going to get good fishing, and a place which is full of fish today maybe no good at all tomorrow.

I have tried catching trout with live bait (worms), and all kinds of artificial flies, and have tried both casting and trolling. I find that I catch the most trout with artificial flies, using a dark colored fly on bright days, and a bright colored or white fly on dark or rainy days.

Biggest Massachusetts Trout

According to most state laws, all trout you catch must be at least six inches long. An average trout will weigh from one to two pounds and average a foot to twenty inches long. Once in a while you will catch a real big fellow, like the man up in the Deerfield River last Spring who caught a brown trout that was 27 inches long and weighed seven pounds. That's the biggest trout ever caught in Massachusetts, I believe.

Trout have a very different taste, according to where they are caught. Lake trout, or trout in sluggish waters are often bigger, but for real flavor, give me a mountain brook trout every time.

When am I going on another fishing trip? Well, I don't know, but I hope it is soon!



QUESTIONS AND ANSWERS

1. What is the total floor space of our East Walpole and Norwood plants?
2. In what sizes do we manufacture Bird Rug Cushion?
3. How long must every piece of Felt Base "season" before it is ready to be sold?
4. How much have the assets of the Neponset Credit Union increased since a year ago?
5. How many Expando trucks are now on the road for the Roofing Department, and in what sections of the country are they traveling?

Answers to these questions will be found on Page 9.

FIRST AID SAVES A MAN'S LIFE

FIRST AID knowledge, obtained through the class in First Aid given at Bird Hall this last winter, has already proven its worth to Arthur Colburn, No. 1 Box Shop, and has helped save the life of a man who was involved in a serious automobile crash and accident in Walpole on Sunday, May 8th.

Colburn was at Donahue's Garage, near the corner of Main and North Streets at the time, a Ford roadster going north, in attempting to make a left turn into North Street, had collided with a motorcycle travelling toward Walpole. Colburn rushed to the scene and started to help extricate the driver of the motorcycle who was pinned under his machine, but a girl across the



The corner by the chimney is going to be widened for greater safety, and here are crews from the Stock Sheds digging away the embankment back of the present wall. The group includes: Carlo Salvatorelli, Ignatz Rozuk, Tony Ceglarski, Angelo Auciello, Pietro Cisternelli, and Alex Palilunas

street shouted to him and pointed to the body of a man floating down the Neponset River. This man had evidently been riding on the rear seat of the motorcycle and had been knocked unconscious by the impact and tossed over the rail of the bridge into the river. The river is not deep at this point, so that Colburn only had to wade in and pull the man out onto the bank and apply artificial respiration immediately. Within a few minutes he had brought the fellow back to consciousness and examined him for further injuries.

His left leg and left wrist had been fractured, and by knowing the proper thing to do, Colburn was able to make him comfortable until the ambulance arrived from Norwood.

If the accident had happened at night, or if there had been no one around who know the principles of First Aid, it is more than probable that the man would have lost his life. Colburn feels well-repaid for the time spent in attending the Red Cross class in First Aid last winter.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during June:

	Years
John J. White	6- 1-1891 Box Shop 41
Vitus Gleichauf	6- 7-1895 Power and Steam 37
Andrew Walker	6- 7-1897 Paper Mill 35
Michael Sheehan	6-20-1899 Roofing Plant 33
Charles Knaus	6- 1-1902 Paper Mill 30
Walter Sword, Jr.	6- 1-1903 Paper Mill 29
Mary Scanlon	6- 1-1906 Box Shop 26
James Kelly	6- 7-1906 Maintenance 26
John Folan	6- 6-1908 Box Shop 24
Michael Kodis	6- 1-1909 Paper Mill 23
Kostanty Geigol	6- 1-1909 Paper Mill 23
R. L. Tupper	6- 7-1909 Box Shop 23
Michael McConlogue	6- 2-1910 Paper Mill 22
Ludwig Polevitch	6-21-1911 Paper Mill 21
Bessie Hubbard	6-10-1912 Office 20
James Maroney	6-12-1912 Maintenance 20
Michael Shergals	6-14-1912 Flooring Plant 20
Frank Massey	6-15-1912 Paper Mill 20
Mike Waytekunis	6-20-1912 Paper Mill 20
John Ready	6- 7-1917 Paper Mill 15
Patrick O'Malley	6- 8-1917 Power and Steam 15
C. D. Savage	6-14-1917 Roofing Plant 15
Bartholomew Murray	6-15-1917 Roofing Plant 15
Simeon Fownes	6-21-1917 Flooring Plant 15
Francis Sheehan	6-25-1917 Flooring Plant 15
J. J. Dowling	6-29-1917 Office 15
Savina Perniola	6- 6-1922 Roofing Plant 10
Peter Kiaris	6-13-1922 Paper Mill 10
A'len J. Hill	6-15-1922 Flooring Plant 10
Howard Everett	6-26-1922 Roofing Plant 10
Edward Geraghty	6-26-1922 Maintenance 10
Helen M. Walsh	6-26-1922 Office 10
Walter N. Bragg	6-27-1922 Roofing Plant 10
Angelo Melino	6-28-1922 Roofing Plant 10
Raffaele Paolucci	6- 1-1927 Box Shop 5
Wm. Radzwill	6- 1-1927 Flooring Plant 5
John P. Barrett	6- 6-1927 Box Shop 5
Mary Blazonis	6-20-1927 Office 5
Salvatore Marinelli	6-17-1927 Maintenance 5
Sophie Novick	6-20-1927 Laboratory 5
Ernest Oakes	6-20-1927 Paper Mill 5
Mary Geary	6-20-1927 Office 5
PHILLIPSDALE	
Walter Gill	6-23-1911 21
Leonard Carlson	6- 5-1917 15
Antone Alves	6- 6-1922 10
Tony Vargas	6-10-1922 10
Arnold F. Manchester	6- 9-1927 5
BUILDING PRODUCTS LTD., CANADA	
A. Ralph	6-28-1912 Hamilton 20
C. Defoy	6- 2-1917 Pont Rouge 15
Miss A. Whalen	6-20-1927 Montreal 5
F. Germain	6-21-1927 Portneuf 5
CORRECTION MAY VETERANS' LIST	
Frederick H. Hird	5- 1-1910 Chicago 22

THE WEBSTER'S, JAMES

"Don't you think," airily suggested the new partner, "that you ought to brush up a bit on your correspondence? Use big words; they lend dignity to your letters."

"Perhaps you're right," admitted the other, calmly studying the end of his cigar, "but, while eschewing mediocrity of expression through platitudinous phraseology, it behooves one to beware of ponderosity, and to be mindful that pedantry, being indicative of an inherent megalomania, frustrates its own aim and results merely in obnubilation."

BASEBALL SEASON GETS UNDER WAY

by
Ernest W. Oakes, Manager

THE Bird and Son Athletic Association will have a semi-professional team this year, instead of having a team entered in a League. Plans are being made to play both twilight and Sunday games. Games will be played with the best teams in the State.

Howard White was elected Captain and Ernest Oakes, Manager, at a meeting held in the Brigade Room on Tuesday, May 17th.

Practice is being held each week at the Athletic Field. A large number came out for the team. There were eight or ten veterans from last year's team at the practice. Dave Bowles, Jack Bradley, Wylie MacIvor, Bullet White, Bill Murphy, Bud Hale, Roy Walton, Ralph Hall, Frank Eisenhauer, and Ernest Oakes are the leading candidates for positions.

SUPPORT THE TEAM

by
F. Howard White, Captain

ONCE more the call has been sent out for ball players, and the season is now under way.

During the past few years the interest in Bird & Son baseball has died out, not through any lack of interest of the players, or the firm itself, but through the apparent indifference of the employees. We have had a good ball team as a general rule, but the players tired of playing before a vacant grandstand and gradually stayed away from the games themselves.

Give us a little whole-hearted support, and we will give you a ball team.

EIGHT TEAM GOLF LEAGUE ORGANIZED

by
A. W. Smith

SIXTEEN employees of Bird & Son, inc., all members of the Walpole Country Club, have organized an eight team golf league. The following departments are represented: Advertising, Roofing Sales, Box Sales, Main Mill, Roofing Plant, Flooring Plant, Purchasing and Labor Bureau.

The teams play one match each week, either twilight or week end. The schedule started on May 16th and the first half finishes on July 2d. As we go to press there have been two weeks of playing and we find the Purchasing team leading. B. D. Rogers and A. W. Smith played E. R. Clark and H. G. Johnson, Wednesday evening, May 18th, and managed to take the possible three points by the small margin of one stroke on the thirteenth hole.

Thursday evening, May 19th, R. M. Wight and S. A. Nickerson played C. H. Andrews and J. B. Maguire. After winning a point going out the Flooring team weakened and the Box salesmen stepped in and took a point coming in. The third point went to Flooring as they had won the most holes in the round.

On the same evening the Purchasing Department (M. J. Hawkins and B. R. Taylor), after winning six holes to two going out from the Roofing Plant (E. L. Chamberlain and H. C. Jepson) were blanked completely coming in by the sharp shooting of Jepson, and lost the second point. The third point was won by Purchasing. Taylor was in fine form scoring a 44 on the first nine.

The club handicaps are used which will make each match very evenly contested. A fine spirit of sportmanship prevails and a very interesting season is in the making. We hope each team will have a following, and those interested are invited to go up and watch the matches. Those readers not acquainted with the game will find plenty to amuse them and also get some exercise.

STANDING OF GOLF TEAMS MAY 28

	Points	
	Won	Lost
Purchasing	5	1
Roofing	3½	2½
Labor Bureau	3	3
Flooring	2½	3½
Main Mill	2½	1½
Roofing Sales	2½	1½
Box Sales	1½	4½
Advertising	½	5½

SOCCER TEAM REACHES THE SEMI-FINALS

by
John H. White

BIRD & SON Soccer Team has won its way into the semi-final of the Curley Cup Series by defeating the Needham Town team in a two game series: 5-1 and 6-0.

The remaining semi-finalists are Boston Celtic, Norwegian A. A. and the winner of Clan MacGregor vs. Beacon Oil A. C.

HE KNEW HIS SCHEDULES

Teacher (in geography class): "Can anyone tell me where Pittsburgh is?"

Small Voice (in rear): "Please, ma'am, they're playing in Chicago."

INSULTING

An Aberdeen lady was buying a birthday present for her husband. In the gents' department of a big store she asked for a collar, size sixteen. The assistant quickly found the appropriate box in which the collars were housed and inquired in mild surprise:

"Only one, madam?"

"Yes, certainly, only one," said the lady, haughtily: "do ye think I'm a bigamist?"

BIRD'S NEPONSET REVIEW

Vol. XX.

JUNE 1932

No. 6.

Published Monthly by the Employees of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Will

Good Business

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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Cheerfulness aids work as well as digestion.

FINANCE ASSOCIATIONS

FROM time to time the local Financing Associations send out letters inviting us to inquire further regarding their plans.

Your Credit Union wishes once again to warn the employees of Bird & Son, inc. about the high interest rate charged by these money lenders. We are going to quote figures from the November, 1929 NEPONSET REVIEW.

"One hundred dollars borrowed from this association and paid back at the rate of ten dollars a month would cost in interest \$16.50. Borrowed from the Credit Union, unsecured, for the same length of time, the interest would amount to only \$5.04, and if security were given only \$2.52.

To borrow three hundred dollars from the Credit Union at unsecured rates, paying back twenty-five dollars a month, costs \$17.92; at secured rates, \$8.96. To borrow under the same conditions from the commercial organization costs \$58.50.

These high interest rates are not peculiar to any one loan office; similar figures might be given for practically all such organizations."

Borrowing money is an expensive practice. At times however it becomes necessary for a large percentage of folks to borrow. Should any Bird & Son, inc. workers find themselves suddenly presented with a bill, we invite them to come to the Credit Union for financial assistance.

Neponset Credit Union.

The Answer to the Question, What Is the Reconstruction Finance Corporation Doing?

IT is acting as a great discount bank, and is loaning over \$7,000,000 a day.

THESE loans are made to every part of the United States through commercial banks, savings banks, trust companies, joint stock land banks, Federal intermediate credit banks, agricultural credit corporations, live stock credit corporations, and to the railroads, building and loan associations, mortgage loan companies, and insurance companies.

The applications come in through the 33 branches and are carefully inspected locally as well as in Washington. But action is rapid, and one day's operations will take in many of the above avenues of distribution in most sections of the country.

The amounts loaned vary from a few thousand dollars to several millions, and due consideration is given the necessity of each case.

What Are the Changes In the Economic Picture?

THROUGH the Reconstruction Finance Corporation, the enlarged powers of the Federal Reserve System, the campaign against hoarding, and the United Action for Employment, great fundamental changes have developed.

Beginning in the summer of 1931 with the financial crisis in Germany, followed by the suspension of gold payments in England, a tremor of fear went through the entire world. The shock manifested itself in America by enormous gold withdrawals on the part of foreign central banks which had been leaving their money on deposit with us for years. Bank failures increased rapidly in this country as a result of the financial excitement, which encouraged the hoarding of currency and the sale of securities.

This picture is now changed. Money is being returned to circulation. The resources of banks that failed in March are about equalled by the resources of the banks that reopened. People are becoming impatient with anything which is obstructing the return to normal trade and normal living. The dollar is able to buy more in merchandise, services and securities than it has for many years. The *active dollar* is the only dollar that is valuable, and it is now putting its more slothful neighbor to shame.

•••

That's Why They Were Canned

Teacher: Who can tell me what the former ruler of Russia was called?

Class (in unison): Czar.

Teacher: Correct, and what was his wife called?

Class: Czarina.

Teacher: Correct, and what were the Czar's children called?

A pause, and then a small, timid voice piped up: "Czar-dines."

LIBRARY NOTES

by
A. S. Blaney, Librarian

THOSE who are on travel bent at this time of year are scanning the latest guide books in search of the best place in which to pass their holidays; or if by chance their outing must be only on paper, imagination can lead them even to the most out-of-the-way places by means of books of travel and adventure. Some of the newer books in our library will carry the reader to lands he can never expect to compass.

"The Desert Road to Turkestan" by Owen Lattimore, a young American brought up in China. He was engaged by a great exporting firm who sent him on a caravan journey to the Mongolian frontier. Later he organized his own expedition and it was then that he became involved in a Chinese Civil War with its consequent dangers and adventures.

"Etah and Beyond" by Donald B. MacMillan. A pleasant reflection of the delightful evening for those who listened to Commander MacMillan's lecture, a fascinating story of adventure beyond the Arctic Circle, a full description of the Esquimaux, the plants and animals of this inaccessible region.

"Then I Saw the Congo"—a story of a trip across Africa along the Equator by one who knew how to travel under such conditions and how to write about it. The author, Grace Flandrau, gives an impressive picture of the wild tribes of pigmies and cannibals of the interior as well as life of the half civilized people inhabiting the towns. Many fine illustrations add greatly to the interest of the book.

"India and the Black Pagoda": here Lowell Thomas gives us an insight into the life and customs in India from the extreme south to the Himalayas, describing the unusual contrasts in conditions in this mysterious country in all its phases.

In "Tales of a Western Mountaineer", Mr. Rust relates his experiences in climbing some of the highest mountains of Oregon, Washington, and Northern California, with descriptions as exciting and adventurous as on any Alpine trail.

New Fiction:

So This is Christmas
Right of Way
Sky Scrapers
Fire Brain
Blanket of the Dark
Call Home the Heart
Trail of the Golden Horn
Young Mrs. Meigs
Captain Archer's Daughter
Jade of Destiny
Golden Years
Gaspards of Pine Croft
Treading the Wine Press
Middle Watch
First Fiddle
A Richer Dust
By Reason of Strength
Dude Ranch
Road End
Belle Mere
Neglected Clue
Texas Man
Bardleys the Magnificent
All Passion Spent
He Rather Enjoyed It

Bailey
Bindloss
Baldwin
Brand
Buchan
Burke
Cody
Corbett
Deland
Farnol
Gibbs
Gordon
Gordon
Hay
Jackson
Jameson
Johnson
Krimms
Morrison
Norris
Ostrander
Raine
Sabatini
Sackville-West
Wodehouse

HEALTH NOTES

Keep Healthy This Summer
Observe These Twelve Simple Rules

1. Breathe plenty of fresh air day and night.
2. Obtain sufficient rest in every twenty-four hours.
3. Eat food of all kinds in sufficient quantities, not too much or too little.
4. Stay clear of drugs always, unless a physician prescribes them.
5. Take adequate exercise daily.
6. Keep the alimentary system regular.
7. Drink plenty of water.
8. Avoid the excessive use of stimulants.
9. Eliminate all devitalizing habits.
10. Work and play, but never to the breaking point with either.
11. Obtain a physical examination by a reputable physician annually and make semi-annual visits to the dentist.
12. Don't worry needlessly

ANSWERS TO QUESTIONS ON PAGE 5

1. The total floor space is about 26.9 acres.
2. The standard sizes are 9 x 15, 9 x 12, 8' 3" x 10' 6", 9 x 9, 7' 6" x 9, 6 x 9, 4' 6" x 7' 6", and 27" x 54". We also make to order Rug cushions to fit any size rug at all.
3. Neponset 30 days, Economy 15 days.
4. They have increased by \$10,022.81, from April 30th, 1931 to April 30th, 1932.
5. There are six trucks, 3 in the East and 3 in the West. The three Eastern trucks are now travelling in Massachusetts, New York, and South Carolina; the Western trucks are in Northern Illinois, Missouri, and Northern Texas.

COUNTER TALK

A man who had been waiting patiently in the post office could not attract the attention of either of the girls behind the counter.

"That evening cloak," explained one of the girls to her companion, "was a redingote design in gorgeous brocade, with fox fur and wide pagoda sleeves."

At this point the long suffering customer broke in with: "I wonder if you could provide me with a neat red stamp with a dinky perforated hem, the tout ensemble treated on the reverse with gum arabic? Something about two cents."



FOR SALE

A Small Refrigerator in good condition. See Frank Meyer, Printing Department.



Timid Timmie was overheard to remark that it must be just "Beasley," working in the Roofing Lab.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Ida Milesky
Sabina Costello
O. C. Turkington
Elizabeth Lawson

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich
Alice Fales

John Andrews

The girls in Cost Accounting recently explored the wilds of Noanett Valley in Dover. After their hike they were entertained at the home of Mrs. Howard Parker (formerly Elizabeth Tolman) and enjoyed a delicious buffet luncheon.

Ed. Hall, who is having his vacation now, will probably have plenty of fish stories to relate when he returns, as he is on a fishing trip in Maine.

Anne Mahoney and Ida Milesky, formerly of the Stenographic Department, are extended a hearty welcome by the Credit Department, where they are now located.

Friday the 13th proved to be an unlucky day for F. B. Walker, Roofing Salesman in Eastern Connecticut. He wrote



Bill Tylander introducing Daytona Beach to Bird Thick Butt Shingles and Art-Bric Siding. Notice that Bill is still partial to Massachusetts—the truck carries a Massachusetts license

us on May 13th that he did a nose dive down the cellar stairs and sprained his right ankle.

Statia Markewicz who is now the proud owner of a new Chevrolet Sedan, has recently secured her driving license.

Rose Silverman ought to be getting her driving license soon. During the past week she has only stripped the gears on her father's car once.

We are glad to know that Louise Kinsman is on the road to recovery after her operation in the Norwood Hospital. We hope to have her back with us soon.

The stork delivered a daughter to the home of Rogers Weed on March 31st.

Boston papers last month told of the election of Richard C. Floyd as President of the Varsity Club of Harvard. Mr. Floyd has been active in Harvard athletic circles since his undergraduate days, and has served as the Harvard representative on the Executive Committee of the Intercollegiate Athletic Association for many years. Congratulations to him on his new election!

Note the picture of Bill Tylander, Roofing Salesman, about to try out the Bird Expando "Speed Wagon" on the beach at Daytona, Florida. Bill writes that this picture was taken two or three days after Sir Malcolm Campbell established his speed record of 253 miles per hour over this course. Bill does not state what his own record was over the same course.

You have heard of fish stories, but here is a bird story submitted by H. P. Norton, Roofing Salesman: This A. M. (May 11th) I was waked up by a bird fight out in a tree back

of my house. I got up, and saw a robin after a cat-bird, and the robin put up a good fight. The end of the fight came when the cat-bird struck a limb, and fell to the ground with a broken wing. I went out and shot it. A cat-bird is supposed to be very much of a fighter, and chases all other birds, but this time the tables were turned.

We welcome Miss Bethoe Chandler, our new nurse, and wish her the best of luck in her new work.

Here's a good one—a letter was mailed to Bird & Son, East Apollo, Mass.—and it reached us without any delay. Who said Bird & Son wasn't on the map!

Edith Goodwin spent several days of vacation visiting her sister in Madison, N. J.

Frank Vietze is sporting a new 1932 maroon Chevrolet.

Anna Ecklund of the Cost Department recently enjoyed a week's vacation in New York and Washington. She visited all the places of interest and was very fortunate in being able to join a specially conducted tour through the interior of the White House, a privilege not usually allowed visitors.

It surely was good to see Allan Shaw's smiling countenance beaming before us on May 31. He informs us that the stories he has been telling us about the snow storms are not "fish" stories.

Dorothy Hartig, formerly of the Stenographic Department, has been transferred to Box Sales Department.

Alice Conley and Catherine Dowdie have returned from their trip to Bermuda and from all appearances had an enjoyable time. We certainly envy them.

Mrs. Fred Duncan (Myrtle Mayshaw) celebrated her Easter vacation by visiting her friends at Bird & Son.

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
John H. Maguire
Fred Jonah

Edward Geraghty
Charles Rafuse
Sophie Novick
John F. Burke
Mary Driscoll
Mario Boragine

George Eisner has been appointed head "detec-a-tive" by Black and Blue over Station WEEI. According to the announcer, any kiddies who send in their names will be made detectives and will receive a real detective hat. George got his through the mail yesterday!

Harold McNeeley is looking for a device that will indicate whether a radio is turned on or off. In the Brigade Room the other day, he got up to shut off the radio, but turned it on instead. The first "radio" he heard was the steam callope advertising the Bond Bread contest.

George Harland bought half interest in Peter Folan's crow farm and they both intend to go in to it strong. Peter says he would like to see a few more grain shed fires. At the time of the big grain shed fire in Norwood, you remember, his chickens showed their Scotch descent and went over to enjoy a free lunch.

"Farmers are receiving 60 cents a dozen for crow's eggs in Holt County, Nebraska, and only 8 cents a dozen for hens' eggs. The county passed a bounty on crows or their eggs." On the strength of this little note, found in a Western paper, Peter Folan and George Harland have bought 500 more crows and intend to make a trip west soon.

Helvi Lehtonen scored a hit recently with her contralto solos in a musical programme at Norwood. All the Cartridge Cutters attended as guests of honor and all agree that Helvi is quite a song-bird.

Esther Olson spent the holidays at her home in Rockport.

Nellie Shusta won a prize Fox Trot at "The Bungalow" in Worcester, and Nonie O'Malley claims the dancing record is broken.

Mr. and Mrs. Samuel Kay have returned from a vacation in Virginia and Washington. During their stay in Washington, they were in time to see the famous Japanese cherry trees in blossom.

Alec MacDonald has returned to work. Glad to see him looking well again, after his recent operation.

Early in the month Messrs. Wyman, Lines, and Connolly attended sessions of the New England Council in Boston. One whole day was spent on an interesting trip through the laboratories at M. I. T.

Louis DesJardins announced the arrival of a daughter on May 1st.

Salvatore Marinelli is the father of a daughter born on Wednesday, May 11th.

Francis Howe wants the biggest cow bell that can be had. He says that alarm clocks don't ring loud enough for him.

We understand that John Walsh is in the market for a new house in Dedham. You wouldn't be trying to pull something over, John?

Frank Phillips reports having some one carry off 19 hens. Frank says they were not stolen—only kidnapped.

Henry Treen's pet argument is 4% beer, since he has received his citizenship papers. Try to beat him at it!

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Messrs. Floyd, Bailey and Rogers visited Phillipsdale recently.

The daughter of our cutter foreman, Henry Phelps, and the wife of one of our night foremen, William Livingston, won first and second prizes, respectively, for the best colonial costumes at the East Providence Bi-Centennial Ball held May 20 at Crescent Park.

Many of the boys are wearing new or at least different neckties due to a bale of "rags" which was on the way to Hollywood, being sent in here.

Charlie Anthony was quite ill recently when he came in to work at 6:20 p. m. when he wasn't due until 7:00 a. m. We are glad to say, however, that he is slowly recovering.

Manuel Oliver had his first experience working nights when we were on insul-board. He thought he would go clamming during the day too but he is satisfied now that one can't clam during the day and work at night.

Some neighboring plants had a close call when a brush fire nearby almost reached their buildings before the firemen (including our own) extinguished the flames. We consider ourselves comparatively safe in this respect in that we endeavor to see that no underbrush collects very near our buildings.

Manuel White evidently expects to visit Cranston or some such place for he has bought himself a "pineapple." Of course, we might be wrong as it is possible that this superfluous hair was necessary for Harold Hey's whiskers.



These three fellows have already struck for the woods this Spring! On the left is Win Schaier, Rug Cushion Department, next is his brother, Arnold Schaier, and on the right, Paul Kugel, who used to work in No. 1 Box Shop

George Hawley has moved back to his summer residence in East Providence.

Charlie Riley is raising rabbits again. We wonder if this means that Jack Barquist is also raising fighting cocks as it was rumored that he had before.

Helge Holter has put a new floor in his summer cottage. He probably expects some rough summer visitors.

Herbie Chamberlain has started his garden of whatnots again.

Tommie Horridge and Joe Wynne have had quite a time wheeling what looked like a hurdy-gurdy around the plant. They tell us that they were testing motors.



Salvatore Marinelli puts a few finishing touches on the new walk past No. 2 Box Shop, while Victor Purdy inspects the job

Buck Manchester and Harold Hey went fishing in Turkey Meadow brook but we haven't seen any of the fish they said they caught. We have been told the biggest fish up there are the ones doing the fishing.

Believe it or not—Tony Perry has a radio that will percolate only at night from 6:00 p. m. to 6:00 a. m. He has had repair men to look at it and none of them can understand why it won't run during the day. We suggest that Tony keep it in a dark room during the day.

Bus Richardson bought a couple of lots of land during the dry weather and had plans drawn for a house but since all the rain he says he is going to have the plans changed for a houseboat.

After wondering for three days what the terrible odor might be Charles Anthony put his hand in his overcoat pocket at home and found a dead mouse. Mrs. Anthony says he will have to inspect his clothes hereafter before he enters the house.

Raymond Catlow in the boiler room has a new (to him) Ford coach.

Red Harrington tells us that he may be of assistance to anyone who anticipates buying a car from Ed Medbury.

Our driers look pretty nice since the ends have been given an aluminum coating.

Charlie McLoughlin and Armond Giberson have moved to a three acre farm on Ferris Avenue.

Rex Salisbury has again remodeled his home. This time by the addition of a new front porch and a change in the color of the paint.

Tony Perry wanted to harden the blades in his jack knife so he put it in the forge in the blacksmith's shop. He says the next time he won't put a knife in the fire with a celluloid handle.

Walter Gill went trout fishing the first of April. He didn't catch any fish but found he was fishing on posted land where a \$25.00 reward was given for a conviction. Finally a sheriff appeared and took Walter away but as Walter could tell better fish stories than the sheriff he gave Walter a cigar and they parted the best of friends.

Charles Smith has a magic cloth he would not part with for anything. After wiping his glasses with it he can work all day at the wet end without moisture collecting on them. All of the boys who wear glasses go to Charlie every morning and have him pass the magic cloth over their spectacles.

Joe Silvia has been seen leaving town weekends and two or

three nights during the week. We have found out that the fair lady lives in Woonsocket, some 30 miles from Joe's house.

Charles Sinnett has been doing jury duty.

Joe Wynne and Ed Roy are both living now in Central Falls. They are glad Charles Smith is again using his "town car" as he is very helpful in giving them a lift.

BOX FACTORIES East Walpole, Mass., No. 1 Box Shop

Lena Paduck
John P. Walsh

Ralph Watson
Ralph Farris

James Ellis holds the long distance automobile towing record. He had his "car" towed from Manchester, N. H., to Walpole recently!



F. W. Jakel, Salesman in Milwaukee, reads the paper and rests on his front walk, before starting out for 18 holes of golf

Henry Dowdie is looking forward to the coming Bird Club Clam Bake. Henry is the Clam King of the Box Shop and is very eager to put away a few bushels of these clams which are promised.

Visitors at the Shipping department recently thought they had seen Mahatma Ghandi—but in reality it was only Mike Verderber who had a bad attack of neuralgia.

Nicola Benedetti has taken his vacation already. It was spent getting the garden ready.

Harry Hale is now a proud daddy.

Herb. Lewis has taken one week of his vacation already to plant his garden. Did you notice his sign outside Lewis Castle entrance, announcing Chow pups for sale? A stranger, we are told, walked in to investigate, and upon inquiring of Mrs. Lewis, about the pups, she replied, "Mr. Lewis will tell you all about it; he's down there with the dogs now. He's the one with the hat on."

Vaughn Lowerison drove into the parking space by the tracks recently with his low-wing Chevrolet and ground-looped her over one of the posts. A jack and a few healthy curses got him off again.

Henry Dowdie is dusting off his kilts for a trip to bonnie Scotland in June. He tells us he expects to meet lots of Scotch over there.

Arthur Colburn no sooner finished his first aid course than he was given a chance to use his skill on a motor cycle smash victim in Walpole. But, alas, the Walpole cops grabbed all the credit. Arthur was not given honorable mention even in the celebrated Walpole Times.

No. 2 Box Shop

Edward Scanlon
Martha McLauchlan
Frank Eisenhower

Edward Gronroos
Alma Walsh
Anna Duffy

Christine Sherer started the vacations in the Flower Pot Department, but they say that house cleaning got her this year.

William Duquette sold his Chevy recently and now he is sporting another "Shovey"—only he has to shove this one himself. It is the very latest thing; it has four wheels and a handle on it, just the same as the past years' models, but this has modern improvements. It is free wheeling.

We are glad to see Gertrude Farley back again after tending her father, who was very ill.

Uncle Eph was in town again, and how the girls patronized him this year! They all fell for green.

Anna Duffy is sporting the latest thing in non-shatterable wind shields more commonly known as eye-glasses. They are the type that is made to fit the face, and boy are they nice! Ask Anna. She says she is looking through rose-colored glasses and everything is rosy now.

Friday, May 13th, brought bad luck to Ruth Bailey. She and her partner fell on the dance hall floor at the Westwood Town Hall. Ruth says she is now in the market for a pair of non-skid shoes.

"Excuse my dust" is what Frank Meyer is saying these days since he has his new Chrysler. He has a Ford for getting around, but he says the Chrysler is a good car too.

Lately Fannie Murphy comes to work all dressed up. We will have to look into the matter!

The Stebbins Boys are re-enacted every time Walter Hartig and Frank Eisenhower get together. They argue continually about everything from oil burners to automobiles.

ROOFING MILLS AND OFFICE Norwood, Mass., Mill

William Bothwell
Stanley Phillips

Edward Hiller

John White
Walter Cyr

Miss Eleanor, daughter of Howard Everett, received her first year certificate from Vesper George School of Art. She is studying Costume Designing.

Ray Call is painting his car by degrees. The wheels are all decked up in blue and gold.

Al Whitmore is recuperating from his recent operation at The Forks, Maine. Hope they are biting good, Al.

Emil Anderson has given up the chicken business and is back again with the Shipping crew.

Richard Stoddard is spending his vacation on his "chicken ranch."

Ed Wenstrom has had his Graham-Paige all tuned up for the vacation period.



James Campbell, Seattle Salesman, is quite a horse-man, and this is the way he spends most of his spare time. Jim appears to have put on quite a few pounds since he left East Walpole

Ed Hiller and Arthur McKenna made a flying trip to Rebooth on a clam inspection for the coming Bird Club Outing.

We wonder what Jack Conroy will pick up next in his tires. Recently he came to work with an oil can spout 4 inches long stuck in one of the rear tires.

Gus Johnson has moved to Water Street right near the mill. Gus must miss those two mile walks he has had for the last thirty years.

Dennis Driscoll has planted his usual garden in the mill yard.

Miss Marion, daughter of Harry Dresser, received a certificate of honor along with her diploma on graduating from Vesper George School of Art on May 23rd. Her specialty is Costume Designing.

Newell Tibbetts' wife and Paul Krucas' son both underwent operations for Appendicitis recently. Both are reported as coming along fine.

Elmer Jordan started off the vacation season, closely followed by Charles Savage. May seems to be a popular month this year.

Attention, folks! Never mind entering that "Old Gold Cigarette Contest" because Ed. Lincoln has already written his essay.

It is very manly, indeed, to be the first bronze-faced and sun-tanned guy each year. Ken Stuber states, however, that it is quite unfortunate to be the first sun-burned victim this season.

It is a pity that none of the big league scouts are present at the "office gang's" noon time base-ball practise. You ought to see that Hiller boy shine.

After a short interview with Pompei La Civita, a number of *Review* correspondents were assured that Pompei would get his annual "college boy" haircut a little earlier than usual, this year.

A large gathering was present at the farewell party to Miss Arel, presenting her with an Electric Clock, Doc Watson making the presentation speech.

We welcome the new nurse, Miss Chandler, taking Miss Arel's place.

Congratulations to John Brooks, on the birth of his ninth son.

Charles Seavey took part in the Legion Minstrel Show held recently in Walpole. You may be just the man Zeigfeld is looking for, Charles.

Walter Cyr and his wife had the misfortune to be in a bad auto accident recently, Walter received a broken collar bone while his wife was severely shaken up and her spine was injured. Both are reported as progressing slowly.

Ralph Kemp who boasts that he can roll a fag to any size with his new cigarette rolling devise, recently rolled one to the thickness of an anaemic match. However, when he lit it up he almost inhaled the cigarette instead of the usual smoke.

Dick Stoddard has been seen stepping around with some pretty young chickens these lovely spring evenings. Sure, Dick is trying his luck as a poultry man.

Manuel Caneja had the misfortune recently to break his leg. He is reported as coming along fine, and we expect to see him back to work before long.

The baseball season is with us again. So are the daily arguments between Jepson, Alexandrini, Stoddard, and Ray Call.

William Pouloskey is the latest employee to apply a new Bird Roof on his home on Pleasant Street.

The other day a small boy in the vicinity of Rockhill ran into the house crying that a boogy-man was coming up the hill. The mother looked out the window and saw—Victor Makela.

Chicago Mill and Office

C. J. Perrizo

John Matcha

Dell F. Lydon

Betty Borkenhagen believes there is much truth in the old saying that two can live as cheaply as one, and to prove it she has decided to change her name in the near future to Mrs. John Burke. Best wishes, Betty, for a long and happy married life.

Marshall Meyers sat in the grandstand watching the dog races recently and bemoaning the fact he had no money to bet when lo and behold at his feet he spied two discarded tickets on a dog which had won to the tune of \$17.00. Don't some people have all the luck?

Florence Morman has been spending her evenings during the past few weeks getting her studio in order. She is about ready to move in and now that she has the proper artistic surroundings we shall look for great developments. Perhaps we will be invited to a studio tea, but we give you timely warning Florence, that we will carry our own trays.

Mr. F. H. Hird has been elected Secretary-Treasurer of the Association of Fibre Wallboard Manufacturers. Congratulations, Mr. Hird, although we believe the Association is the one to be congratulated.

Shorty George is back at his place in the Mill after an absence of more than eight weeks on account of illness.

Juanita Amerman Greenock brought her young daughter, Jocelyn Lee, over to the office for a visit recently. Jocelyn Lee evidently did not like the office as well as we liked her because she soon became bored and demanded to be taken home.

They say there's nothing new under the sun, but Ab Dobbins seems to have found a new excuse. Anyway, Bill Wilson re-



The notes tell you about some Chicago girls going horseback riding, but even the girls themselves didn't know this picture was being "taken." Reading from head to tail we find: Virginia Szukalla, Sadye Doughty, Ida Mitchell, and Gladys Davis. The horse passed out completely before we could get his name!

ceived the following from him one day last week: "I will have no calls to report for Monday, April 25th. The explanation is this—a little baby girl nine months old came to live with us and the "getting set" process took up most of the day. Charlotte Anne Dobbins rules the roost now. There is no need for an alarm clock in our house now."

Thursday seems to have been visitors' day. At noon, Mrs. Kiers' two daughters, Vivien and Mary Eleanor came over. A little later Marie Kelly Law with her small sons, Kenneth and Donald, and Irene Kelly dropped in. Marie and Irene are sisters of Ann, and Marie formerly worked in the Sales



Lillian Moe of Chicago, and her sister taken when Lillian (on the left) was still wearing hair ribbons.

Department. In the afternoon Anne Pollock, who used to be in the Statistical Department and is now attending Chicago Normal College, brought her little brother, Bernard over to visit brother Herman and other friends.

While most of us are merely thinking of vacations, N. Schreiber has had his. He started on the 25th of April. L. Doherty and T. Henahan, both of the Shipping Department, have also had their vacations.

There is no mistaking Spring's arrival this time. Al Bohnenberger came to work the other day without the blue sweater.

Glenn Young and "Duke" Perrizo drove up to Fond du Lac, Wisconsin, last week-end.

We are very glad to have Jim Bartlett back at his desk after a long and serious illness.

The Service Roofing Co. of Chicago had an exhibit of Bird Products at the Morgan Park M. E. Church Fair recently.

Whether it was just plain "horse sense" or lady luck we don't know, but Bill Wilson and Gresh Brebach were the best "guessers" on the Kentucky Derby. Bill drew the winner, and Gresh was second.

Jean DeBerg spent one week of his vacation at home last week. He will take the rest of it later.

Marge Thompson does not like North Side "cops"—why they even take exception to disregard of traffic lights and are not a bit nice when it comes to telling you what they think.

Bernice Cranston was spied wandering through Field's furnished cottage last Saturday afternoon. Of course, it may be she is interested in interior decorating, but we wonder.

Harold Altman has moved again—practice makes perfect they say, and Harold sure likes to practice.

Miss Topper has taken up her abode within a block of the

office, and is the envy of all of us who are forced to ride the Ashland Avenue car line.

Thrift is certainly being practiced to the nth degree by the personnel of the Restaurant—note the new salt shakers salvaged by Mr. Rogers.

Frieda Leonhardt is supposed to have a rather refined appetite, but we hear she spent three hours in Field's dining room Saturday afternoon. It must have been a particularly good lunch or exceptionally interesting company.

Gordon Wiklund is now traveling with the salesmen in the northern territory with the Expando car.

O. B. Schreen is back at his desk after a three weeks' absence on account of illness.

The "Bird" Bowling Team finished 11th in the Industrial League tournament winning 36 and losing 54. For this they received \$45.00 prize money and much razzing from the Bird Employees. Frank George and "Dutch" Jansen won individual prizes of \$6.50 and \$5.50 respectively. In the Sweepstakes Ray Wolf took first prize of \$10.00. Matcha, Johnson and Stulik also bowled. The team received very poor support from employees this year and with a little more encouragement might have made a better showing. Be a booster next year.

The 5th game in the Mill-Office baseball series will be played Monday, May 23rd, and there is a great deal of speculation as to the outcome. The last contest evened up the score in games played, and both teams are expected to put up a good exhibition on Monday. Following are the results of the first 4 games.

1st game	Mill 36	Office 10
2nd game	Mill 10	Office 11
3rd game	Mill 14	Office 8
4th game	Mill 15	Office 16

FLOORING MILL AND OFFICE Norwood, Mass. Plant

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Lester Evans
Laurence Gammell

About eleven o'clock one Sunday forenoon Evans received a telephone call from Everett Tripp to come to the assistance of his home town Fire Department (Foxboro) to direct the extinguishing of a fire on his farm. Before Evans could get there, however, the Wrentham Brigade arrived in time to save the house.

Elmer Noddin plans to leave the Robert Brigham Hospital temporarily at least, so that he may spend Memorial Day at home. Elmer has been in the hospital for the past three months, receiving special treatment, and his health has improved considerably.

Everyone at the Flooring Plant is proud of Frank Clem now that he has been elected President of the East Walpole Tennis Club. Although he has been congratulated long and often to date, we want to say, "Congratulations, Frank!" Tennis fans look ahead to a most successful season with Frank as President.

Ruth Arel, our nurse for the last eight years (and three months, she says), was bid goodbye in the presence of a large group in the Brigade Room. She was kept busy untying strings and unwrapping boxes for some time before she found the first grade cheesecloth curtains, which the box contained, along with a gold piece.

Business for the hospital has increased lately with small cuts and headaches receiving a lot of attention. Our new nurse, Miss Chandler, may be the cause of all this. Who knows? Welcome, Miss Chandler.

There are two proud dads in the Flooring Mill this month. Adolph Doucette welcomed a boy on Sunday, May 8th, and Howard Hewins a boy on April 26th.

Congratulations to John Macchi who announced a new arrival in his family—Louise Doris, born on April 2nd.

Congratulations to Lester Evans for his successful election as a Town Meeting Member in Dedham.

Business is surely getting better. Raymond Boyden is sporting a new Chevrolet Coach. Good luck, Ray.

Peter Alexander now occupies the driver's seat in an Essex coupe. It is rumored a certain young lady occupies the other seat.

Greetings to the new champion wrestler of the Floor Covering Plant. Basil (Chubby) McAuslan has eliminated both Al Hayward and John Connolly, who by the way, is the only surviving admiral of the extinct Scotch Navy. Chubby has his challenge out now for a match with Charles Hooper. It will be a case of a good little man against a big good man. The result should be interesting.

Edward Daley has ended his clandestine affair with the Essex Lady and is now walking the straight and narrow path with the Lady Willys-Knight all resplendent in her new coat of paint.

Messrs. Carroll Gammell, Clarence Russell and Warren Dyer report alarm clocks are no longer necessary in their homes, as the younger generation seems to do the work perfectly.

The boys of the Undercoat Department are looking forward to the party that Austin Allen is promising for their benefit. It seems that Austin lost a wrench and straightway accused us all of taking it. Several days later the wrench was found right where he left it. To ease his conscience for the names he called us, he is reported to be planning this party. A Tom Holman Turkey Dinner will be all right by us, Austin.

Chicago Flooring

V. D. Szukalla

Gladys L. Davis

SPRING

Sprig is here again ad lasd.

Tha leabs is od tha drees.

Wishd I'd taken my Ma's advice

And nod changed my B. V. D.'s.

Ida Mitchell.

It must be spring, at that. Sadie has had her golden locks shorn and is sporting a new permanent, Mr. Tyson has taken the moth balls out of his golf bag and Ted is spending his evenings hunting night crawlers.

You will see in this *Review* a picture of Lillian Moe taken with her sister a few years ago. They seem to be enjoying the balmy spring breezes just as we are now. Those were the days, weren't they Lil?—hair bows and embroidered "whats-its."

We were extremely sorry to learn of the death of W. K. Smith's daughter.

Even though we haven't known Ann Dillenburg very long (for she's just joined the Bird family), we think she's a "peach" and welcome her.

Hank Hagenbuckle is back in harness again and is working in the office. He has been out for some time due to illness but is certainly the picture of health now.

This time we were treated with DeMet's candy. It was Ted's birthday. My, my! Where did they get all the candles for your cake?

How large was that roll of pattern 4096 of which you have been sending in samples, George?

When Bert Hindmarsh returned from his trip with Mr. Tyson to Madison, Milwaukee and the surrounding territory, he was a changed person. The bloom of youth had come back to his cheeks, he had put on weight, and in fact he was a new man. This he contributes to the tremendous amount of fresh air he got while riding in Mr. Tyson's roadster. He said it was like riding in a Fresh Air Taxicab. There Mr. Tyson sat, driving in the cold of winter without gloves, trying to convince Bert that his Ford was a wonder—smooth riding, had all the comforts of home, etc.; in fact, it could almost sit up on its hind legs and beg. But Bert said he couldn't hear what Mr. Tyson was saying because the car rattled too loudly. Nevertheless, both were looking forward to the royal reception they were expecting when they met Mr. Jakel—delicious beverages, good times, etc. When they did arrive, Mr. Jakel showed them the new 1932 Ford. And what did you say you had to drink Mr. Tyson, before retiring at 10:30—tea or coffee?

It seems that the consensus of opinion here is that when a homemade cake is brought to the office it is for someone's birthday and automatically becomes public property. Mary Curran baked a cake which she brought down. Sadie and Alice figured it must be Helen's birthday and were all set for a treat. As the long afternoon waned Sadie's strength ebbed. She claimed she was just about famished from want of a piece of the cake, but to make a long story short, Mary had baked it for Virginia—to take home.

A few days later, however, Alice did bring a cake for us, Ted said, "The cake with which she recently favored us was certainly most delicious and as it was being devoured throughout the office many sounds of thorough enjoyment were heard." Leave it to a man to know good food.

One day several of the girls in the office decided to go horseback riding. Perhaps you have heard the joke about the little boy who was asked to use the word "fundamental" in a sentence. He said, "My sister went horseback riding and now she eats from da mantel." That applies beautifully to this crowd. Ida said she was a little stiff. The rest of us felt like big stiffs for several days. However, we warn Earl Sande, Jimmy Campbell, Joe Petitchair and other good riders they'd better hurry and get some practice because we're out to win!

COURTESY WORTH \$50,000.

THOUGHTLESS people may argue that courtesy is not a commercial asset. A secretary of a charitable institution in Sydney, Australia, held that idea until recently.

One day Charles McNess, an Australian millionaire and philanthropist, walked into the office of this institution and asked to see the governor "on private business."

"If you can't state your business, you can't go in," replied a secretary tartly.

"Well," said McNess, "if that's the way you treat poor people, I might as well tear this up."

Then he tore up a check for \$50,000 and handed the fragments to the secretary.

Courtesy means much in any business, so much that no one can afford to be discourteous under any circumstances. We never know to whom we may be talking. When a stranger asks you for directions or for information, you represent the company to him, and he is going to form his opinion of Bird & Son, partly at least, by what you do and say. Someone may very possibly visit our plants or offices with \$50,000 of business in his pocket. Let none of us be the cause of his taking that business somewhere else through our failure to show him common courtesy.



EAST WALPOLE TENNIS CLUB

by

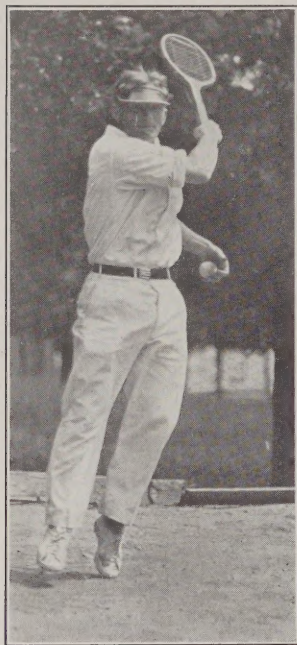
Frank Clem, President

THE 1932 Tennis Season has all ready started at the Walcott Avenue Courts.

The plans for the coming season as outlined at a meeting of the Club on Thursday, May 12th, will include a handicap tournament. The annual Francis William Bowl Tournament will determine the singles champion of the year.

Team matches with outside clubs will be arranged as soon as the men get into shape. The ladder tournament will be dropped in favor of the handicap.

The purpose of the handicap is to keep the club tournament from dwindling down to the same group each year, and to give the less experienced fellows something to work for. The Committee in charge will make every effort to make the handicaps stiff enough to keep the play as even



Frank Clem, President of the East Walpole Tennis Club, shows a bit of good tennis form

as possible. Play will commence as soon as enough members have signed up to make the tournament interesting.

Bird & Son employees, and residents of Walpole and East Walpole are invited to join. The annual dues will be only \$2.00 as usual.

VISITORS AT OUR PLANTS DURING APRIL AND MAY

East Walpole and Norwood Plants

Messrs. Uong, Chief Chemist, and Godley, General Superintendent, Fitchburg Paper Company.

Mr. E. J. Weidhass of Torrington, Connecticut.

Mr. B. F. Gordon, Worcester, Mass.

Mr. David Lowry and Leslie Howard of the Phillipsdale plant.

Mr. E. H. Curtis, Charles H. Baker Company, Framingham, Mass.

Mr. Brigham, Chocolate Refiners Company, Mansfield, Mass.

Professor Norman A. Dubois, and fifteen students from the Franklin Union, Boston, Mass.

Miss Mildred Dolan and class of twenty-two (Grade 8) from the Bird School, East Walpole.

Mr. Miller and fifteen students from Babson Institute, Wellesley Hills, Mass.

Chicago Mill and Office

Mr. J. E. Williams, of James E. Williams Slate Co., St. Louis, Mo.

Mr. Gene Callaway, Little Rock, Ark.

Mr. E. R. Clark, East Walpole.

Chicago Flooring Office

Mr. Arnett of Illinois Iowa Roofing Co., Rock Island, Ill.

Mr. H. E. Sawyer, Jr., Floor Covering Division.

Mr. Westcott and Mr. Tyson of Floor Covering Division.

Mr. Bugher, Kokomo Roofing Co., Kokomo, Indiana.

Mr. Swiger, Bronson Coal & Lbr. Yard, Bronson, Mich.

ONE OF BRADLEY'S HOBBIES

JACK BRADLEY in the pitcher's box is a familiar sight to all of us, but his ability in drawing is not so well known. It is true however, that he can do clever things with a pencil and paper as well as on the ball field.

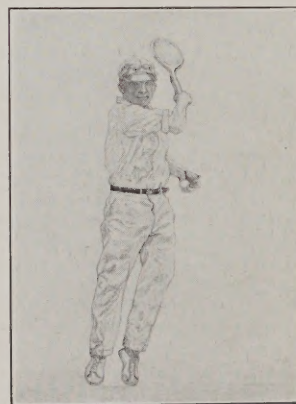
His days are spent in the Research Laboratory experimenting with paints and plastics, but his evenings are his own, and many of them are spent drawing in his room at the Bird Club. His favorite amusement is copying advertisements for Fisher Bodies or Holeproof Hosiery, and that is where he does his best work (inspired probably by the beautiful women he is copying). No count has ever been made of the total number of pictures he has made since coming to Bird & Son, but it is estimated that if laid end to end they would make quite an art gallery.

He is clever at almost any sort of work with hands, and sometimes just for the sake of variety, he will forsake the pencil and take up wood carving. During the past two years he has built two handsome ship models and a model airplane, complete in every structural detail.

Although he does not usually go in for cartoon work, he can do that too, when the occasion arises. If you don't believe it, turn to Page 13 of this issue and see how well he managed in getting four girls on one horse!

There is one thing of which we are certain—Jack need never be lonesome, in this world or the next. If he isn't already signed up to play ice hockey, or baseball, or golf, just give him pencil and paper and an old issue of the Saturday Evening Post to copy from, and he'll be happy.

Compare this drawing with the original picture on this page. We think Jack Bradley did a pretty good job of copying this





BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	American Twins Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Super Twins (Thick Butt)	Hex-Twins	Individuals
Custom Built	Lock-Butt	Multi-Bric Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Waterdyke	Selvage Edge	Slate Surfaced

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Paper Mulch	Reenforced Paper	

BIRD Wall Board

NEPONSET Board, Cream White	American Board
SUPER-NEPONSET Board	SUPER-NEPONSET Board, Tile Design

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Air Cell Insulating Board
BIRD Insuliner	BIRD Insulating Blanket
Paroid Built-up Roof	BIRD Deadening Felt
Plastic Cement	BIRD Super Building Felt
Roof Coating	

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring
BIRD Rug Border		BIRD Lining Felt
BIRD Carpet and Rug Cushion		BIRD Saturated Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases	Wood Frame Fibre Shipping Cases
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Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Flower Pot Covers
	Earth Bands

Special Paper Division

Standard Pressboard	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes	
Cable Insulating Papers	Binders' Board



{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XX

July 1932

No. 7

NEW HOSPITAL SCHEDULE

by

Bethoe Chandler, Plant Nurse

A NEW arrangement of Hospital Hours is now in effect, which means a change in hours from the old schedule.

From eight to ten in the morning, I shall be at the East Walpole Hospital; at ten o'clock I shall go to the Roofing Hospital, staying there until eleven, when I go on to the Flooring Hospital, to stay until quarter of twelve. I shall be at the East Walpole Hospital all afternoon, except when it is necessary to make home visits.

When I am away from the Roofing and Flooring Plants, Mr. Morgan will be in charge at the Roofing Hospital, and Mr. PaaJanen at the Flooring Mill.

At East Walpole a bell has been installed at the Hospital door, and we are asking all patients to ring this whenever they don't find me there. This will call some one from the Labor Bureau who can either help you to find me or summon an emergency corps member if necessary.

From ten to twelve every day, all telephone calls to the Hospital will be switched to the Neponset Credit Union line. In case of an EMERGENCY either call the Hospital as usual, or if you can reach the Hospital more quickly, go there and ring the bell. Prompt action will bring you First Aid as quickly as if I were there myself.

Dr. Field's hours have been changed also at the Roofing and Flooring plants. Now they are as follows:

Main Plant—Mondays and Thursdays from 9:30 to 10:00 A. M.

Roofing Plant—Tuesdays 10:00 to 10:30 A. M.

Flooring Plant—Fridays 11:00 to 11:30 A. M.

I want to caution every one about the danger of not getting the proper treatment. Never attempt to doctor yourself. If I am not in the room, be sure to ring the bell and call someone who can put you in touch with an emergency corps member, a doctor, or myself. DON'T TAKE ANY CHANCES!

Please keep these new hours in mind, and if possible plan to visit the Hospitals when I am there. With a little cooperation from everyone and the splendid help of the Emergency Corps members in the different plants, I believe this schedule will work out very well.

•••

BIRD CLUB ANNUAL OUTING

THE big Bird Club Outing is a thing of the past! On Saturday, June 25th, in spite of the threatening weather, about 300 members and

guests gathered at Francis Farm, Rehoboth, and enjoyed every minute of the day.

Festivities began with lunch upon arrival and continued with a full program of sports, lasting until the Big Clam Bake at 5:30.

Lack of time and space prevents publishing a full account in this issue, but watch next month's Review for a complete story telling all about the Old Timers's Races, the three-legged race, the Tug-O-War, and the four-inning Old Timers Baseball Game, captained by Ben Rogers and Mike Hawkins.

These events and others, plus a fine Clam Bake, made an enjoyable afternoon for everybody.

•••

SOCCER NOTES

by

John H. White

BIRD AND SON succeeded in eliminating the fast Norwegian A. A. team from the Mayor James M. Curley Cup competition by twice defeating them in a home and home semi-final series, 4-3, 2-1.

We will now meet Boston Celtic in a two game final which will be played on neutral grounds, with total goals for the two games deciding the winner. The first game will be played on Lincoln Park, Boston, Saturday, July 2. The second deciding game will take place the following week end, probably on the same grounds.

We will also engage in a two game neutral ground play-off series for the Thomas Grieves Challenge Cup, emblematic of the Boston and District Championship. These games will follow the Curley Cup game on succeeding week ends.

•••

SUGGESTIONS

AT the meeting of the Suggestion Committee on June 1st, the following suggestions were accepted:

Classified as showing a savings in manufacturing cost, and given an award of \$10.00 each:

Split Packing Gland Bearings	Henry Smith, FBM16
New Friction Wheel for FXGM34	Howard White, FXG5

Classified as of intangible value and given an award of \$5.00 each:

Voltage Regulator	T. F. Bannon, EME5
New Method of Changing Motor on Suction Fan Above No. 5	Charles Chorlton, Jr., FBM18
Change in Lighting Arrangement at FBD	E. L. Lincoln, FBC3
Special Colored Labels on Rolls of Tube and Shingle Finish	Ernest W. Oakes, DMT1
Longer Roll in Perkins Cutter	Felix Thompson, DMC3

JUNE RECORDS SHOW TWO LOST TIME ACCIDENTS

TWO accidents have marred our record for the month of June, keeping us from having two consecutive no-accident months. There were no lost-time accidents at all in May, you remember.

The first man to lose time from work was Michael Powers of the Main Mill Yard crew who helped in the construction of the new asphalt roadway between the No. 2 Box Shop and the Main Office on June 4th. He hurt his back which has kept him from work 10 days. He was able to return June 20th.

William Thompson, beaterman, was working on June 9th with William Dauksevicz, lowering the cover on the beater roll. Dauksevicz failed to hold on to his end, and the cover dropped onto Thompson's toe, causing contusions and abrasions of his right big toe. Thompson has already lost eight working days, and is still out.

The month is almost over, as we write, and if we can finish it with no more lost-time accidents, we will be able to show a much better record for the first six months of this year than for the first six of last year. At present we have had only 12 lost time accidents for the first six months, as against 18 for the same period last year. This is an average reduction of one accident a month, and makes a mighty good showing.

Keep on co-operating with your Safety Committees and your foremen, and we can make the next six months look better still.

ACTIVITIES OF THE EAST WALPOLE TENNIS CLUB

by
Frank P. Reynolds

PLANs have been completed for a Handicap Tournament for members of the Club. There are three members who will have a minus handicap and the rest of the members will have handicaps graded up to 15 and 30 points for each game. Members who sign up by July 1st will be enrolled in this tournament.

The tennis team has played two matches with Needham. On June 4th we took Needham into camp by winning three matches out of five.

1. Carl Clem winning from Pollard: 6-3, 6-2.
2. Frank Clem losing to Sargent: 4-6, 3-6.
3. Ollie Barr winning from Nelson: 6-3, 5-7, 6-4.

Doubles:

1. Carl Clem and Frank Clem losing to Pollard and Sargent: 3-6, 6-3, 6-8.

2. Frank Reynolds and Ollie Barr winning from Mann and Notman: 6-2, 6-4.

On June 18 we were saved from being white-washed by Needham by winning one doubles match.

Singles:

1. Frank Clem lost to Baker: 2-6, 4-6.

2. Carl Clem lost to Sargent: 4-6, 3-6.

3. Frank Reynolds lost to Russell: 6-1, 3-6, 3-6.

Doubles:

1. Frank Clem and Carl Clem won from Allen and Duff: 6-2, 5-7, 6-2.

2. Frank Reynolds and Albert Kimball lost to Pollard and Nelson: 3-6, 3-6.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during July:

		Years
James J. Geary	7- 9-1883	Paper Mill 49
Elmer Bartlett	7-25-1885	Vice-President 47
Thomas Graney	7- 8-1890	Maintenance 42
Martin King	7-14-1892	Maintenance 40
James Hammond	7-14-1894	Paper Mill 38
W. F. Geary	7- 1-1896	Finishing Mill 36
Eric Anderson	7- 2-1898	Maintenance 34
Andrew Mannimon	7-28-1898	Roofing Mill 34
James Hadden	7- 1-1903	Maintenance 29
H. B. Fuller	7- 1-1905	Box Sales 27
Sam Graves	7-16-1906	Main Office Janitor 26
Chester H. Andrews	7-10-1907	Box Sales Manager 25
A. H. Russell	7-27-1907	Purchasing Agent 25
John Graney	7- 8-1908	Flooring Plant 24
Fred Weiss	7-23-1909	Box Shop 23
John Zabrowski	7- 6-1911	Box Shop 21
Holly B. Dyer	7-14-1911	Finishing Mill 21
Carl Osterlund	7-28-1911	Maintenance 21
William E. Harper	7-30-1912	Power and Steam 20
Paul Sansone	7- 2-1917	Roofing Plant 15
Tony Simkus	7-23-1917	Box Shop 15
Andrew O'Malley	7-24-1917	Power and Steam 15
Milton Beasley	7- 5-1922	Roofing Plant 10
Herbert A. Schaier	7- 5-1922	Main Office 10
Mike Kozloski	7- 7-1922	Main Mill 10
James F. Stanton	7-17-1922	Box Sales 10
Ada Coughlin	7-21-1922	Paper Mill 10
Daniel Keady	7-22-1922	Roofing Plant 10
Ruth Koch	7-24-1922	Paper Mill Office 10
Stephen Zinkowsky	7-25-1922	Roofing Plant 10
Lawrence Gammell	7- 6-1927	Flooring Plant 5
Nellie Shergals	7-11-1927	Labor Bureau 5
Herman Barker	7-18-1927	Paper Mill 5
Charles Domat	7-18-1927	Roofing Plant 5

Phillipsdale

Peter Geretz	7- 6-1927	5
Joe Borges	7-19-1927	5
Stanley Snyder	7-26-1927	5

Chicago

Nicholas Ahrens	7- 6-1922	Roofing Plant 10
Benj. Casparro	7- 7-1922	Roofing Plant 10
Jonas Johnson	7- 2-1927	Roofing Plant 5

Canada

C. P. Cowan	7- 8-1910	Montreal Office 22
H. J. Reynolds	7- 1-1927	Montreal Office 5
J. Clements	7-20-1927	Montreal Plant 5

WANTED THE RECIPE

Judge (after giving jury instructions): "Is there any question anyone would like to ask before considering the evidence?"

Juror: "A couple of us would like to know if the defendant boiled the malt one or two hours, and how he kept the yeast out."

Notes From Plants and Offices

MAIN OFFICE AND SALES

Our former nurse, Helen E. Randall, surprised us all by announcing that she had been married in New York on Saturday, June 4th, only two days after she left Bird & Son. She is now Mrs. William K. Jeffrey. On June 18th, she and Bertha Broadley and another friend left for a trip to Colorado, to be gone about a month. Following that she will go to her home in Ottawa. Congratulations, and the best of good luck!

Chester H. Andrews, Box Sales Manager, spent several days this month at Amherst, attending Commencement week festivities, and observing his twenty-fifth reunion.

Arthur Wilson, Stores Department, was elected President of the Norwood Chamber of Commerce, last month. He has been a member of this organization for many years, has served on various committees, and held the office of Vice-President last year. Congratulations to him!

George Towle of the Main Office, was the guest speaker at a Rotary Club luncheon in Norwood on Tuesday, May 31st. He discussed present business conditions and said that the future looked bright—that "prosperity was sure as sunshine."

We welcome Mr. F. H. Hird back to East Walpole as Manager of the Special Papers Division.

PAPER MILLS

East Walpole, Mass.

Walter Bisdack and Anna Marie Koestner of Norwood have filed their marriage intentions. When is the big day, Walter?

Benjamin H. Roberts, Staff Engineer, spent his vacation on a fishing trip in the Wisconsin woods.

Larry Doane became the proud father of a daughter, Gertrude Marie, born at the Norwood Hospital on June 5th. Congratulations!

We have had Lillian Jostin and Sadie Ristom back with us for a few days during the month, on some special work.

Phillipsdale, R. I., Mill

Carmine Priete has announced the birth of a son, Augustus Louis, on May 1.

George Hawley's wife won a free lot on a lake somewhere up in Attleboro and now our chief engineer is trying to sell it or find some way of getting enough money to get another one to go with it.

Henry Phelps has traded in his Chevrolet for a very classy looking DeSoto.

We were sorry to hear of the death of Jimmie Cicerelli's father.

We understand Francis Hall is trying to get a position as a painter. Any job where he doesn't have to take both feet off the ground at the same time will be satisfactory.

Nearly all of those entitled to vacations have taken them during the shutdown caused by the installation of a new cylinder on the high pressure side of our Harris-Corliss engine. At the same time we installed a Cleveland drive on our reels.

BOX FACTORIES

No. 1 Box Shop

Pete McCall, who has been wearing a pair of pants pockets around for a month at last came to work with a brand new pair of olive green, reinforced trousers.

Cyril McCue has a cute little white beret which he wears to work.

Henry Dowdie, Clam King, sailed for Bonnie Scotland on Sunday, June 26th.

Mike Verderber had a homing pigeon, but he gave it to a truck driver to release in Providence, and that was the last he ever saw of it. Like pigeon stew?

Nick Verrochi is all stuck up over his new truck; here's hoping you don't break any rear axles, Nick.

John Folan spent his vacation at home—watching it rain!

Bob Morse claims to be the Flounder King, and Harry Tower the Hornpout King. These claims to greatness are disputed, however, by Russ Tupper and Ernest Koebe, respectively.

Fishermen please note—Joe Keefe is organizing a fishing party to go out on the river by the mill and recover his lunch box. Joe was driving his tractor past the river the other day when something gave way on the steering wheel, throwing Joe, the tractor, and the dinner pail into the water. The dinner pail is still somewhere in the briny deep, and Joe has offered a prize of one water-soaked sandwich to the one who rescues it!

No. 2 Box Shop

Teresa Campagna was married on June 18th to Mr. Civette D'Angelo. Five of the Box Shop girls were present at the wedding which took place in the Church of the Blessed Sacrament in Walpole. Teresa was presented with a table lamp by her fellow-workers in the Shoe Carton Department.

Anthony Capachin became the proud father of a daughter on Sunday, May 29th.

Louise Capone bought a Ford roadster recently, but does not seem to be in any hurry to learn to drive it. Judging by the goodlooking chauffeur she has, we don't blame her.

Ruth Bailey and her brother, Thomas, entertained at Fal-mouth with songs and dance numbers. Quite an actress, Ruth.

The girls in the Flower Pot Division took a trip to Stoughton to find out what the future holds for them. We all enjoyed a dainty lunch at Ruth's house later.

Mildred Florest was certainly envied by the girls in the Shoe Carton Department. Last week she attended the North-eastern University Field Day on June 11th, Dinner Dance at the Fo'Castle, Marblehead, on the 14th, Commencement Ball at the Hotel Statler on the 16th, and Class Trip to The Weirs, N. H. on the 18th!

We extend our sympathy to Edward and Catherine Scanlon, whose mother died on June 20th.

Boys, if you like a good cup of coffee, just trip down to Mary O'Donnell's house—and you can get a good feed there, too.

All the girls in the Flower Pot Division have joined the "Bend Down Sister Club." Just watch us bend down on the Automatic Paster Machines!

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Our Banbury Mixer has been reconditioned and is now ready for a busy season.

Ed Wenstrom went on a fishing trip over Memorial Day.

Wedding bells will boom out for two members of the Roofing Mill this month, William Standish and Rudolph Di Michele being the guilty parties. Good luck to both of you.

We understand Bill Murphy is back in batting stride. From last reports Bill is heavy sticker for our baseball team. Congratulations.

Walter Cyr is back to work after a 6 weeks absence due to an auto accident. Glad to see you back, Walter.

No. 1 Machine has a new Coating Pan which seems to be working out fine.

A special dispatch from Arthur Duncan from Long Lake, Naples, Maine, states that he caught 200 lbs. of cod on a one day deep sea-fishing trip!

Frank Mori and Attilio Tronti spent a weekend on the Cape clam digging, and report a fine catch.

Harry Dresser has had the Reo all spruced up ready for summer vacation service.

Dennis Driscoll has planted his usual bed of posies in front of his storeroom.

Chicago Roofing

Glen Young now comes to work in a brand new Plymouth coupe.

Howie Hanna spent one week of his vacation at Bay View, Michigan.

As a citizen of this great commonwealth, John Matcha spent two weeks recently doing jury duty.

Last Monday noon more than fifty Bird & Son employees feasted on spring chicken and strawberry shortcake at the farewell luncheon given for Mr. Hird on the eve of his departure for East Walpole and his new position as Manager of the Special Papers Division.

At this time the many friends who have worked with Mr. Hird during his years with the Chicago Office attempted to express their sentiment and feeling by presenting him with some gifts of remembrance—a desk set consisting of pen, pencil and electric clock set on an onyx base, and a bill fold and key ring set, together with a small pen and pencil set for Mrs. Hird.

On Wednesday of this week, O. B. Schreen resigned his position as Credit Manager of the Chicago Division and, according to his present plans, will retire to the farm recently left him near New Bloomfield, Missouri. As a token of farewell, the office presented O. B. with a pen and pencil set.

Herman Pollock isn't leaving for East Walpole for several weeks, but in order to give him plenty of time to pack his grips, the office congregated in the hall Tuesday at noon while Mr. Hird presented him with a Gladstone bag. Herman was so completely surprised that he didn't remember his favorite expression: "And did my face get red?", but it would have been most appropriate.

E. Grosscup of the Laboratory is taking a two weeks' vacation at this time.

Howie Hanna's small son, Jimmie, had the misfortune to fall and fracture his collar bone Tuesday afternoon.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

Harry McDonald says he wants to be safe from others on the highway, so he has painted his old Ford a beautiful red. Some painter, Harry!

Kaino Paaanen recently graduated from the Bentley School of Accounting which he has been attending for the past two years. Congratulations, Kaino.

Austin Allen—the boys are still waiting for the Tom Holman supper you are giving!

Carl Hamilton is planning a trip to Eastport, Maine, over the 4th of July. What's the attraction, Carl.

Carl Brennan and Guptil Fillmore are also planning a trip over the 4th—to Camden, Maine. Carl says he is taking Fillmore along to help drive, for coming home from the Cape recently, after a 100-mile drive he was all in. We are wondering if it was the trip or the car that caused him to be so tired!

Notice—Alex Morrison has changed his address from 42 Short Street to 16 Chapel Street, Norwood.

Congratulations to Mr. and Mrs. Thomas McHugh, who are the proud parents of a beautiful baby boy born on May 26th, weighing 8½ pounds.

Mr. Clarence Russell, left for an extended tour and visit Down East on June 17th. We wish him and his family a pleasant journey.

Welcome to our new messenger, Carleton Rafuse.

Chicago Flooring

The girls in the office have become excavators, judging from the way they are digging around in their desks preparatory to moving.

They are looking forward to the long, enjoyable street car rides "Seeing Chicago" daily. They are hoping it will be light enough, though, for them to see the scenery in the morning. Of course it won't have to be light to have them know when they are passing the stock yards.

Any suggestions on how to avoid car sickness will be greatly appreciated by Sadie. She evidently will go to 76th Street "by rail."

Helen brought a very tempting birthday cake for us on June 9. Sadie reached the venerable age of 20 on June 18 and also supplied us with the usual birthday cake, Tsk tsk tsk—such a ripe old age!

Gene Moore has joined the ranks of old married men. He was married on June 10 to Betty Waggner of Dewitt, Ia. We know that a girl whom Gene would choose must be as fine as he is. Happiness to you both!

30

BASEBALL NEWS

by

Ernest W. Oakes, Manager

THE Bird & Son Baseball Team, after losing the first game of the season to Canton, 5 to 3, has won its last three games.

The team reversed the tables on Canton in the second game, winning 12 to 2. The Down Easters of Newton were also beaten, 11 to 5, while the 101st Infantry from Boston were severely drubbed 15 to 1.

We will play Dedham A. A., the Duxbury Semi-pros and Waltham City Club in the near future. The team is also planning on a game with the Philadelphia Colored Giants sometime in July.

STANDING OF GOLF LEAGUE

June 25, 1932

by

A. W. Smith

Team	Won	Lost	Per Cent Won
Purchasing.....	14	4	.778
Roofing.....	11	4	.733
Roofing Sales.....	5½	3½	.611
Labor Bureau.....	9½	5½	.633
Main Mill.....	4½	7½	.375
Flooring.....	6½	11½	.361
Advertising.....	3	9	.250
Box Sales.....	3	12	.200

DEATH OF L. L. THOMPSON

IT is with deep regret that we report the sudden death of Mr. L. L. Thompson, Special Roofing Salesman, on Tuesday, June 14th.

He first came with Bird & Son on September 1, 1898, and for many years was manager of the Southern Roofing Division and Washington Office. For the past few years he has been attending to special duties in Washington.

Some of our older salesmen have had the privilege of working with him, and all who knew him personally will remember him as a good friend and a real gentleman.

LETTER OF APPRECIATION

Mr. B. D. Rogers

Editor Neponset Review

Bird & Son, inc.

Dear Mr. Rogers,

It is difficult to find words to fully express the depth of my feelings on leaving Bird & Son, inc. and the many friends made while here. The memories of these associations will always live.

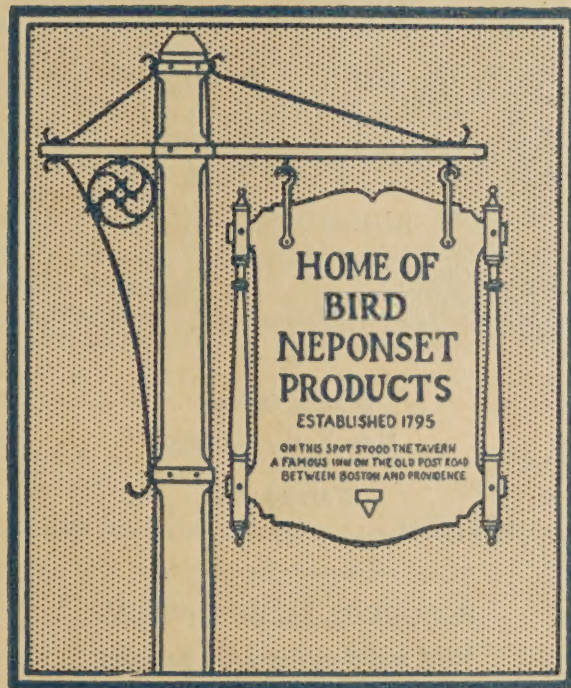
I also wish to express my appreciation and sincere thanks for the thoughtful remembrances and all the good wishes tendered me.

Sincerely,

Helen E. Randall Jeffrey.

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XX NO. 8

AUGUST 1932



Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plant
Norwood, Mass.
Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN

Vice-President, ELMER H. BARTLETT
Sec. and Treas., AXEL H. ANDERSON

Directors

PHILIP R. ALLEN
AXEL H. ANDERSON
ELMER H. BARTLETT

CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE

JOHN R. MACOMBER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Paper Sales Division
Manager, F. H. HIRD
Asst. Manager, W. E. HICKS

Roofing Sales Division
Gen. Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM
Western Mgr., W. W. WILSON

Box Sales Division
Manager, C. H. ANDREWS
Carton Sales Division
Manager, A. M. CLAFFEE

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Labor Bureau Manager, B. D. ROGERS

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Chief Flooring Div., J. E. GRAHAM

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Staff Engineer, B. H. ROBERTS
Manufacturing Staff, P. N. HILLS
Gen. Supt., E. Walpole, C. W. CONRAD
Supt. Paper Div., R. A. WILKINS
Supt. No. 1 Box Factory, R. L. TUPPER
Supt. No. 2 Box Factory, W. S. JACKSON
Supt. Felt Div., T. G. HENDERSON
Supt. Flooring Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN
Supt. Chicago Rfg. Div., J. G. YOUNG

Branch Offices

New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., SOUTH KEARNY, N. J.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P. R. ALLEN

Vice-President and Sales Manager, H. E. SAWYER, JR.

Secretary and Treasurer, A. H. ANDERSON

Eastern Manager, W. B. ROGERS, JR.

Western Manager, R. W. WESTCOTT

Branch Offices

New York, Chicago

Warehouses

ALBANY, BALTIMORE, BROOKLYN, CAMDEN, CHICAGO, CINCINNATI, CLEVELAND, DALLAS, DAVENPORT, DETROIT,
EAST WALPOLE, HARTFORD, INDIANAPOLIS, KANSAS CITY, LOS ANGELES, MILWAUKEE, NEWARK,
NEW ORLEANS, PEORIA, PITTSBURGH, RICHMOND, SAN FRANCISCO,
ST. LOUIS, ST. PAUL

BIRD'S NEPONSET REVIEW

Vol. XX

August 1932

No. 8

Paper Warehouse Nears Completion

Over 100 Bird & Son Employees Have Helped in This Construction

GREATER storage capacity and greater convenience in handling will make the new Paper Storage Warehouse at the Main Mill a very useful addition. The building has been under construction since last February, and is now nearing completion. Except for some blasting which was

with half the roof completed, and its size can be appreciated. It is 84 feet long and 80 feet wide, and has been built into the side of a 20 foot banking, which forms a deep storage pit on the far side of the building. In this pit can be stored approximately 1200 tons of paper in large rolls as it



The new Paper Storage Warehouse as it looked on July 15th. Work on the roof has just been started. The men in the foreground are mixing cement for the foundations at the further side of the building

necessary before the actual construction began, all the work has been done by Bird & Son employees under the supervision of John A. Timmins of the Drafting Room.

As was the case in building the new Flooring Warehouse, men have been lent for this work from various departments throughout the mill where work has been slack, and in this way since last February over 100 different workmen have been used on the job. About six or eight men have been working on the construction full time, and the others have filled in for a day or two at a time in groups of ten, fifteen, or twenty-five, depending upon the work to be done and the men available. It is expected now that the building will be completed by early fall, although its completion will depend largely on how many men can be spared from other departments.

The building is beginning to take shape now,

comes from No. 5 Paper Machine. A traveling crane is to be installed in the storage house, with a monorail connecting it with the No. 1 Box Shop basement. This will mean that rolls can be stored in the pit until ready for use and then quickly picked up by the crane and carried to the corrugated and solid fibre combining machines in the No. 1 Box Shop, instead of being taken over by the yard trucks, as is done at present.

With this extra storage space the paper can also be stored in greater quantities; rush orders and special orders can be anticipated so that there will always be a sufficient supply of raw stock from which to make the fibre box board.

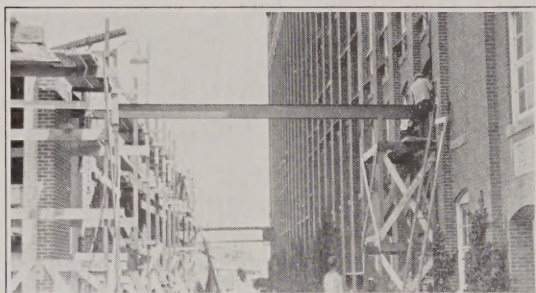
Although this building does not call for the use of many of our products, two Bird Products have found their way into its construction.

On the foundations, emulsified asphalt has been painted on the outside cement walls as a water-

proof protective coating below the ground. This seals the walls completely, keeping out all moisture which might seep in and spoil the rolls of paper.

The roof has not been completed yet, but it is the intention to make it a built up roof of insulating board, mopping two layers of the board down with the same asphalt used in making the famous Paroid Built-Up Roof.

The pictures accompanying this article show our own men working on the warehouse in various stages of completion. They have all adapted themselves to this new work very well, filling in wherever they were needed as carpenters, masons, cement and brick carriers, or pick and shovel workers. They have shown their appreciation of the extra work given them by their fine spirit, and the management is equally appreciative of their co-operation and willingness to help in this construction work.



Installing the overhead monorail for the crane which will carry the paper rolls from the warehouse to the combiners in No. 1 Box Shop

WOODEN UPRIGHTS MORE FIREPROOF THAN STEEL

WHY are all the upright beams in the new warehouse wooden rather than steel?" we asked John A. Timmins, foreman in charge of the new construction. "We should think steel would be more fireproof and more desirable to use."

"That's where you are wrong," said Mr. Timmins. "Wooden uprights are safer in this building than steel would be."

"How do you figure that? Wood will burn and steel won't."

"Yes, but steel buckles under high temperatures. Every precaution is being taken to see that a fire doesn't get started in these stock sheds, but in case one did get going, it would be a real hot one—hot enough to weaken a steel girder. If these posts were steel and one should give way and if the others were weakened by the heat, the whole building might collapse. But those wooden uprights are a foot thick. They would burn comparatively slowly, and they would still hold up

the roof, even if burned half through. At any rate, they wouldn't all collapse at once.

"Bird & Son believes first in fire prevention and second in fire protection. These wooden posts won't prevent a fire, but they'll protect the building and those in it, in case a fire once gets started."

SUGGESTIONS

TWELVE suggestions were accepted this month, four of them being ten dollar awards. Three men also received \$10.00 each for having had five suggestions accepted.

The accepted suggestions are as follows:

Classified as showing as savings in Manufacturing Cost and given an award of \$10.00 each:

Connection Between Pick-up Tables and Kickers on FXCM2

Laurence Johnson, FXC

Heating Corner Pieces for Bending W. H. Manson, FBM

Bearing for Guyton & Cumfer Coating Pumps

Harry Smith, FBM

Salvaging Uncombined Corrugated Cases Lee Ward, FXW

Classified as of intangible value and given an award of \$5.00 each:

Change Shaft on Agitator Harry Bellew, FBM

Leather Straps for FXRM13 Feed Ernest Field, FXR

Inside Heater in Tee below Asphalt Heater Tank

William Gokey, EMP

Chute to Convey Emulsion from Dispersion Machine to Drums

William Letts, FBQ

Protective Covering for Color Standards

Frank W. Nyborn, PMJ

Combine Labels for Roofing Samples Roy A. Smith, VS

Adjustable Running Board on Mixing Box

W. C. Sword, DMP3

Cutting Art Bric Siding for Display

Lee Ward, FXW

The following men were awarded an additional \$10.00 each for having had five suggestions accepted: William Gokey, W. C. Sword, and W. H. Manson.



Pouring cement for the foundations. Upright beams will later be set into these posts, like the ones which have been completed at the right of the picture. In order to put up part of the framework it was necessary to rip out part of the old shed, as can be seen at the back of the picture

ACCIDENT RECORDS IMPROVING

ONLY ONE LOST TIME

ACCIDENT UP TO JULY 20

TO date (July 20th) we have had only one lost-time accident this month.

On Monday, July 11th, Frank Auciello of the Flooring Yard crew was unable to come to work because of a hernia which had developed as a result of a strain he received lifting some heavy machinery on June 22nd. He has had to go to the Hospital and will be out of work for some time yet.

Aside from this accident, which really occurred in June, but didn't cause any lost-time until July, we have had a perfect record so far in July. Since May—our first no-accident month this year—we have taken a new lease on life and kept the number of lost-time accidents down to a minimum. This is the way things should be all the time, and it shows what cooperation and concentration on safety can do. We are well-started on the road to Safety now—let's not slip back into carelessness again.



STOP THE LITTLE ACCIDENTS

by

Frank W. Fisher, Safety and Fire Inspector

ALMOST all of our accidents are minor ones, calling for only a simple dressing and not resulting in lost time. Most of these little accidents arise from obvious dangers and a little care would have prevented them.

A small scratch, something in the eye, a surface bruise, a slight fall—may mean little more than an inconvenience for a few days. But, if not properly attended to at once, *little accidents may become serious ones*. The loss of an arm, an eye or a leg, which might result from a minor accident not properly cared for, takes all the joy out of life, and seems all the more sad because such simple precaution could have prevented it.

The man on the job should be a thousand times more interested in safety first than the owner of a business. The owner may lose money—but the man may lose his life, and this he would not sell for a million dollars; it is his most valuable possession.

One of the hardest jobs most of us have to do is to think. Thinking in terms of safety while we work isn't easy, but we've got to do it. Our plant Safety Committees have spent many dollars of company money for guards. But what good are guards if men don't mix brains with their work? Hundreds of dangerous places have been guarded—that was easy. Now we are finding ourselves up against the real thing—making safety as much a part of our daily life as we do our jobs. Guards and safety rules are Bird & Son's contribution to

the cause of safety; our contribution must be first, thinking Safety; and second, Working Safely.

One man's effort toward safety may seem small, but all together we can do a great deal. The chance taker is the accident maker. Don't be one of them.

Watch the bulletin boards. Don't be afraid to read about accidents that have happened. From them you may learn a valuable lesson which will show you how to do your own job more safely.

I believe these bulletin boards are a great help in Accident Prevention. Read them, profit by their warnings and advice, and **NEVER TAKE ANY CHANCES.**



Bertha Broadley and Mrs. Helen Randall Jeffrey, starting on the ride up Pike's Peak, Colorado. The guide and two college men from Baltimore are in the front seat

BERTHA BROADLEY RETURNS FROM COLORADO TRIP

WITH a coat of tan that will last well into next winter, Bertha Broadley arrived back on July 15th from a month's trip to Colorado with Mrs. Helen Randall Jeffrey, former Bird & Son nurse, and another friend, Miss Delano.

They started on June 18th taking the central route through West Virginia, Ohio, Indiana, Missouri and Kansas, arriving at Colorado Springs on June 25th. Making that their headquarters, they visited Pike's Peak, the Cave of the Winds, the Garden of the Gods, Canyon City, the Royal Gorge, Phantom Canyon, a petrified forest, and a gold mine where they were taken 1800 feet below the ground.

After a week of sight-seeing they drove on to Denver, visited Estes Park there, Big Thompson Canyon, and drove up both Mt. Evans and Look Out Mountain. The return trip was made by a more northerly route through Lincoln, Nebraska, Chicago, and Cleveland.

It was a fine trip from beginning to end, Bertha said, and she would like to start it over again tomorrow.

"A GOOD TIME WAS HAD BY ALL"

by
Herbert L. Badger

ON Saturday, June 25th, the Bird Club held one of their most successful outings at Francis Farm, Rehoboth.

The journey was made in two busses and about fifty private cars.

On arrival shortly after two o'clock a lunch was served of clam chowder, clam fritters, and coffee. In this event, Sam Kay proved to be the champion Pickle Pickler. It was a caution to see the way Sam made those pickles disappear!

The Farm presented an excellent site for the outing, with plenty of room for sports, Quoit and Horseshoe pitches, and a dining hall to accommodate about three hundred—and the Bird family filled it up.

After lunch a four inning baseball game between Ben Rogers' Scarlet Runners and Mike Hawkins' Bachelor Buttons held the interest of the crowd. The Bachelor Buttons won by the score of 7 to 5.

Frank Reynolds of the Bachelor Buttons proved to be the fielding sensation of the game, while Julian Smith, Francis Donlan, and Frank Clem were the foxes, each hitting safely twice in two trips to the platter. Silk O'Loughlin Murphy and Billy Evans Sline took turns at calling 'em right and wrong.

Here are the starting line-ups:

Bachelor Buttons: Hawkins, catcher; Maurice Tarr, pitcher; Charles Rafuse, Short-stop; Marshall Lee, right field; Frank Reynolds, third base; Julian Smith, first base; Charles Seavey, left field; Francis Donlon, second base; Dick Stoddard, center field.

Scarlet Runners: Al Smith, catcher; Rus Tupper, second base; Howard Whitney, pitcher; Milton Beasley, third base; Arthur Mellin, left field; Jim Hanley, center field; Charles Savage, short-stop; Frank Clem, right field, and Ben Rogers, first base.

Following the ball game, sports were held, and cribbage and bridge games started.

The winners:—

100-yard Dash, open: First, Joseph C. Donnelly; second, Charles Rafuse.

75-yard Dash for Old Timers with 10 to 20 years' Service: First, Howard Whitney; second, Frank Clem; third, Lawrence Doane.

50-yard Dash for Old Timers with 20 years' Service and over: First, Michael Hawkins; second, Ben Rogers; third, Domenic Triventi.

Sack Race: First, Roy Smith; second, Ralph Kemp.

Three-Legged Race: First, Charles Rafuse and Maurice Tarr; second, Frank Clem and Stephen Wilson.

Hoop Race: First Heat: First, Frank LaCivita; second, William McNaught; third, Frank Clem.

Second Heat: First, Frank Hartig; second, James Hanley; third, Howard Whitney.

Final: First, Frank Hartig; second, William McNaught.

Cigar Smoking Contest: First, Frank Kissell; second, Pasquale Alberico.

Obstacle Race: First, Martin Scampini; second, Roy Smith.

Tug of War: There were three teams entered in this, Flooring, Roofing, and Main Mill. Roofing and Flooring pulled first, and Roofing won. Then Roofing and the Main Mill had a go and the Roofers came out ahead. Their team was:

Stanley Yezulwicz, Julian Smith, Alex Alexandrini, Hilton Taggart, William Murphy, and Dick Stoddard, captain.

At Quoits, Andy Urquhart and Marshall Grant showed the way to a large field, with Edgar Tarr and Lambert Anderson a close second.

Roy Gardner took first honors at Cribbage with John Burhoe running second.

Austin Quackenbush proved to be high man at Bridge, with Adolph Doucette trailing. It could not be learned just what system they used. (Where were Ralph Farris and Jimmie Dine?)

At Checkers Frank Clem moved into first place, and E. Palmer placed second.

The Committee is to be congratulated for running the contest off in such a smooth manner, and for picking out a wonderful assortment of prizes.

By the time these events were finished, it was time to hang on the feed bag again, and everybody was ready for it. A fine supper of Baked Clams, fish, sweet potatoes, boiled onions, chicken or lobster, watermelon, cucumbers and coffee was served. Roy Cooper was well up among the point winners in the Baked Clam event. When he got through, his place at table looked like the back yard of a clam digger's shack—shells to the right of him, shells to the left of him, etc.

President Mike Hawkins awarded the prizes after the supper.

From that time on it was one after another wending their separate ways homeward.

The committee responsible for this successful outing was as follows: Raymond C. Call, Chairman; Edward Hiller, Nelson Bartlett, Arthur McKenna, Ralph Kemp, Richard Stoddard, William Murphy, and Charles Seavey, all from the Roofing Mill; David Lowry, Phillipsdale, and A. W. Smith, Credit Union.

Judges for the various events were: Paul Guttormsen, Main Mill; Harry Mann, Main Mill; Ben Rogers, Labor Bureau; Thomas Henderson, Phillipsdale; Michael Shergals, Flooring Mill; William Sline, Roofing Sales; Michael Hawkins, Traffic Department; and Hebert Chamberlain, Phillipsdale.

QUESTIONS AND ANSWERS

1. How many boilers are there at the Main Mill, and how many are kept running at once?
2. How many coats of undercoat are applied to each piece of floor covering?
3. How long does it take to make a print block for the floor covering machines?
4. How many Felt Paper machines are there at Phillipsdale, and what is the capacity of production in a day?
5. When did the Chicago offices combine, and where is the one office located now?

Answers to these questions will be found on Page 7 of this issue.

AT THE OUTING — JUNE 25TH



Taken by Ralph Watson, No. 1 Box Shop, at the Bird Club Outing in Rehoboth: 1. It looks as if Frank Reynolds was going to be out—that is, if Ben Rogers doesn't muff the ball. 2. Marshall Lee pitches a wicked horse shoe—and Marshall Grant in the background waiting to show his speed. 3. Russ Tupper rounding first base in the Old Timers' Baseball Game. 4. The crowd on the porch seem to be enjoying the Quoits Tournament, too. 5. This is not an East Indian War Dance—just Francis Donlon and Milton Beasley playing baseball! 6. The Tug-O-War. Can you find yourself in this picture?

The Rambling Reviewer at Rehoboth

by
Stanley S. Phillips

SOMBER and sullen skies did in no way interfere with the gayety that the "Bird Clubbers" displayed while wending their way to the Francis Farm at Rehoboth on Saturday, June 25th. . . . The lull before the luncheon was by no means boring. The ring of horse-shoes and quoits and the cheering of the looker-on was proof enough of this. . . . Speaking of luncheons, this one was stowed away quickly but by no means quietly. That chowder was O.K. . . . The boys were delighted to watch the "Birdie" while a picture was taken of the gang at this outing. The site for this occurrence was rather unique—the old Francis Farm stable. . . . The Old Timers Ball game, captained by Ben Rogers on one side and Mike Hawkins on the other, had plenty of thrills. The base-stealing that Dick Stoddard displayed would have many many a big leaguer green with envy. Where's your batting eye now, Mr. Tupper? Nice catches made by Charlie Savage, huh? . . . Field events were started off with a hot assignment, the dash. Mr. Donnelly of the Roofing Sales cracked a huge grin when his youngster broke the tape. . . . Mike Hawkins and Ben Rogers place annually in the Old Timers' dash. . . . The contestants of the sack and three-legged races didn't seem to appreciate the hearty laughs from the non-participants during these events. Why laugh when a man is down. . . . The boys certainly liked to play. Why, there had to be two heats in the hoop race. . . . The climax of the cigar smoking contest brought with it many a "smoke drunk" gentleman. . . . Talk about your obstacle races. Who was the originator of this one? . . . While puffing and panting occurs in the field, gentlemen sit leisurely on the verandas of the dining hall and compete in card playing. It didn't seem fair for these people to use up the soft drinks that were given out for the relief of the warmer boys. . . . Men of brawn tug and

strain on a thick hemp. The Roofing Haulers find little competition. . . . The delicious smell of food from the clam bake was the lure to the dining hall once more. . . . Food galore and good. . . . Three cheers for Ray Call and his committee!

East Walpole's First Street Cars

by
John H. Maguire

AFTER thirty-three years, the Eastern Massachusetts street car line to East Walpole is a thing of the past. When the cars first started there were several funny things which happened.

The conductor would stand out sometimes with the motorman and put his hand in the opening in the door, and more than once I have seen someone reach over and shake his hand as if he was official greeter, or something!

There was one evening when the boys had been down to Rockland Street, and all the old timers remember Rockland Street in pre-prohibition days. One fellow came up to Dedham and got into a lunch cart and after sitting there for some time asked how long before this car would start for East Walpole!

When the very first car was ready to run up to East Walpole everyone was looking for it to come and there was a noise heard and they all said, "Here it comes!", but it turned out to be only a man with a wood wagon.

Those were the happy days and there was no talk of the 18th amendment.

When the Norfolk and Bristol was started, the car that ran to "Bingville" was shaped like a barrel and had a hard job to get around the corners, and would make a terrible noise in doing it—but perhaps no more than some of the busses of the present day.

Mandy—Mose, is yo' sho' yo' didn't marry me fo' mah job?
Mose—Co'se Ah didn't gal! Yo' jes' go ahaid an' keep yo' ol' job!

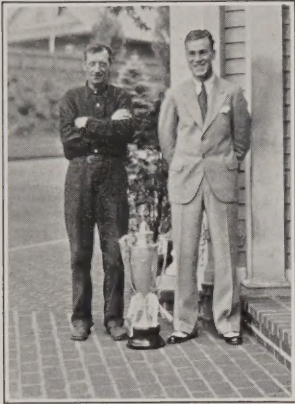


Those who attended the Bird Club Outing at Rehoboth on June 25th. Everybody looks happy!

SOCCER TEAM WINS CURLEY CUP

by John H. White

SURGING ahead like an irresistible tidal wave, our Soccer team, by brilliant offensive effort and rock-like defense at critical moments, captured the handsome trophy presented by James M. Curley, when in two hectic battles they recorded 6 goals, to the Boston Celtic's 5.



William McLaughlin, Roofing Plant, Manager, and Jack Smith, Flooring Plant, Captain, look mighty happy as they exhibit the James M. Curley Cup won by the Bird & Son Soccer team this year

It was a two game play-off with total goals deciding the victor, and was played at Lincoln Park, Boston on the Saturdays July 2nd and 9th. Bird & Son won the first tilt 4 to 3 after leading by one goal in the first minute from the tricky foot of Charles "Chuck" Travers. Celtic moved fast after this and at half time had erased the debt to march along to a 3 to 1 lead. With twenty minutes left to play in the second half, Alex Russell reduced the lead by crashing a penalty shot past Duffres. Three minutes later Bill Stevenson beat the full backs and gave Duffres no chance with his fast drive. Five minutes later, flashy Jackie McAllister faded away from the 1928 Olympic full-back, Jackie Lyons, and planted the sphere in the goal net to give Bird & Son a well-earned and much needed goal lead to help things along in deciding the game.

The deciding game was a determined struggle. Bird & Son opened fast and McAllister recorded the first goal of the game on a nice overhead pass from Stevenson twelve minutes from the start. Celtic stormed ahead to reduce the two goal series lead of Bird & Son, and McManus counted one after fifteen minutes of play, Tower evened the series count at 5-5 and took a goal lead in this game. They continued to dominate play until three minutes from time, with an overtime period in the offing, Bird & Son forwards relieved their defense and staged a fast combined act which terminated when the star McAllister by a supreme last effort headed a high ball, crossed by Brown, into the net. Walpole rooters went wild as the Bird sterling defense of Benson,

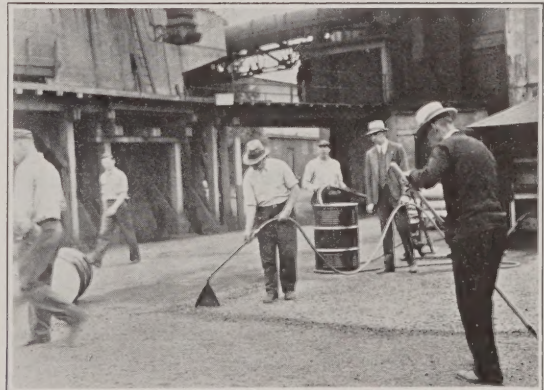
Faquhar and Sidney Sansom turned back the last frantic thrust of Boston Celtic and landed that Soccer prize.

John H. White, President of the League and the Cup Competition, introduced George M. Collins, Soccer Editor of the Boston Globe, who presented the cup to this year's soccer sensation, Captain Jack Smith. Jack responded ably, giving full credit to his teammates who, he claimed, were not only the best soccer players, but the finest group of real men around.

On the Sundays of July 17th and July 24th, Bird & Son met Clan MacGregor in the Thomas Grieves Challenge Cup series. We won the first game, 4-2, and Clan MacGregor won the second, 4-1, which gave them the winning point, 6-5, in the two-game series. The Grieves Cup remains in their possession for another year.

Answers to Questions on Page 4

1. There are six boilers, four large, and two small. Four large ones, or three large ones and two small ones are kept running at once.
2. Two coats are applied to all the floor covering we manufacture.
3. Anywhere from half a day to two or three days, depending upon the amount of work involved in cutting out the pattern.
4. There is one machine with a daily capacity of from 75 to 100 tons a day.
5. They were combined as of July 1st, with all business being transacted now at the former Roofing Mill Office at 1472 West 76th Street.



Making the new surface for the roadway between the Main Office and No. 2 Box Shop. Michael Powers is applying the asphalt surfacing and Jack Smith, Yard Foreman, is working at the right of the picture

BIRD'S NEPONSET REVIEW

Vol. XX.

AUGUST 1932

No. 8.

Published Monthly by the Employes of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Will

Good Business

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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*Beware of little expenses: a small leak will sink a great ship.
Benjamin Franklin.*

HAYWIRE MEN

YOU fellows who grew up in the country remember what became of that soft pliable wire that encased the hay bale, back in the horse-and-buggy days, don't you? Carefully coiled, it was hung on a nail in the barn to be used for future emergencies.

A great many vehicles carried their haywire along for quick repairs. If a clip came off the singletree, or Dobbin fell down and broke a shaft, it was fixed with haywire. That was all right but sometimes it "stayed fixed" that way, which was all wrong. Then the flivver became a part of the family's equipment, and the haywire field expanded ten-fold.

Unfortunately, haywire jobs usually denote haywire men. Once a man forms a habit of doing certain jobs in a haywire fashion, it isn't long before every job is done in the same uncertain manner. And often it is reflected back in his personal appearance. You know the kind of an individual we mean—unshaven, uncombed, out-at-the-knees, a shingle nail pinning trousers and suspenders together where the button once was. He just "don't care" and perhaps that is why he does shoddy work.

Once in a while any of us go "haywire;" we rush through a job without regard for how well we are doing it—and then go back and do it all over again.

The haywire method admittedly is the easiest and quickest way, but it's unsafe, unreliable, and without a grain of permanence. Quality goods can never be produced with such methods. Haywire jobs always cost more in the long run, so it's just a matter of good business to do any job well.

The haywire job, or the haywire man hasn't got a chance in a modern plant these days.

The Hollingsworth Log.

WILLIAM K. SMITH

WE are very sorry to record the death of William K. Smith, Chicago's oldest employee, who was killed in an accident on his way to the new combined offices at 76th Street on the morning of July 1st.

He was alighting from a street car at 76th and Ashland Streets about nine o'clock in the morning when he stepped into the path of a large truck and was struck down. He died shortly afterward at the Auburn Park Hospital.

Mr. Smith or "W. K." as everyone knew him, was over eighty years old, but still active and keenly interested in his work. He had been with the Chicago Flooring Division for nearly nine years and was loved by all who knew him.

At the time of his death he was wearing a medal bearing the inscription "Master Life Saver" which had been awarded to him by the Illinois Athletic Club, of which he was a charter member. To win the medal it was necessary to pass a series of severe tests, in which many failed. He won this, however in the year 1916, at which time he was sixty-five years old. He also played golf, and kept up an active membership in International Rotary, Chapter One.

In August, 1929 he and Mrs. Smith celebrated their Golden Wedding Anniversary. To Mrs. Smith we extend our deepest sympathy in her bereavement. His passing leaves a vacancy that will never be filled.

JAMES PHELAN

James Phelan, for thirteen years a worker at the Roofing Plant, died suddenly on Tuesday, July 12th, following a short illness.

A native of County Waterford, Ireland, he came to this country twenty eight years ago. He worked for Bird & Son during the years 1912 and 1913, and in June 1919 began work at the Roofing Plant where he was employed continuously until the time of his death, working for a number of years on the No. 1 Machine, and later doing both inspecting and finishing work.

He is survived by his widow, two sons, James and John, and three daughters, Mrs. Abbie Davis of Niagara Falls, N. Y.; Mrs. Jean Nugent of Norwood, and Miss Catherine Phelan of East Walpole. To them we extend our deepest sympathy.

HEALTH NOTES

An Interview with Dr. Field

WHAT'S the most common ailment among the patients who visit your office during the summer?" we asked Dr. Field the other day.

"Digestive disturbances," he replied.

"And how do you account for that?" we asked.

"People go away for a week end or picnic, fill themselves with too much food, and their stomachs rebel. Then the next morning before they start out for work they eat a regular more or less hearty breakfast because they think they need the 'nourishment,' as they say. Then their stomachs rebel again."

"Well, don't they need that nourishment?"

"No, not when their stomachs have been upset. They can't handle it."

"What should they eat, then?"

Like a Lame Foot

"Usually nothing at all, for six to twelve hours. When you have a lame foot, you rest it, to cure it; when you have a sore eye, you rest that; and exactly the same is true of your stomach, when it has gone wrong. Most people don't realize it, but resting it, and not eating any food at all for half a day or longer is the best thing you can do."

"Can a person do a good day's work on an empty stomach like that?"

"Not as a regular thing, of course, but as long as his stomach is upset, it is much better to cut out the food entirely and give his digestive system a complete rest."

"And after the complete rest without any food, what then?"

"Then begin with a very light diet—tea and toast, or a thin oatmeal gruel—and not very much of that for the first meal. Increase the amount you eat at the next meal, and add a little meat; at the third meal add vegetables, and after that you will probably feel well enough to eat almost anything in moderation. It's just like getting in a traffic jam. You bring your car to a full stop; then start her in low, shift to second, increase your speed, and finally shift into high again. It's the same with your stomach exactly. After you've had an upset you've got to stop eating completely at first, and then start in slowly with easily digested foods."

"That sounds reasonable. Now what about the healthy man? Is there any special diet he ought to follow to keep healthy during the summer?"

"No. Milk is a good summer food for those who like to drink it, and if a man has a good foundation of milk, green vegetables and fruit, he can eat almost anything else he likes besides. The healthy man is the man who eats sensibly and has a good variety of food—and he doesn't need any diet."

"My guess is that a good many people who have to carry lunches could eat a little more breakfast without hurting themselves."

LIBRARY NOTES

by

A. S. Blaney, Librarian

BOOKS can enrich but cannot take the place of life. They cannot give what experience can give us." In one of our new books, "Practical Selling," the author, O. J. McClure, attempts to show in his effort to teach salesmanship, the value of experience, drawn from his own successful career.

A new biography, "John Jacob Astor," by Kenneth Wiggins Porter, who gives in detail a very complete account of this old-time class of business man who acquired such enormous wealth. It is a notable addition to the business history of the country.



Mr. William K. Smith, Chicago Flooring Salesman, who died on July 1st as the result of injuries received from being struck down by a truck on his way to work. He was over 80 years old.

"The True Story of Mary, Wife of Lincoln" written by her niece, Emilie Todd Helm, contains much material relating to this distinguished family, hitherto unpublished. Miss Helm's diary while at the White House during the Civil War was drawn upon for many striking incidents as well as the letters of Mrs. Lincoln and her son.

"Raiders of the Deep"—Lowell Thomas has made interesting the story of submarine warfare to those who enjoy a series of thrills.

"Three Musketeers of the Air"—autobiographies of three heroes, Baron Von Huenefeld, Major Fitzmaurice and Captain Koehl, all participants in the World War, who later came to America on a good will tour.

"Foreign Affairs Quarterly," April 1932, contains many articles of international interest. Among them are: Manchuria, the League and the United States" by A. Lawrence Lowell; "Trade Tariffs, the Depression" by Percy Wells Bidwell; "Hitler, Phenomenon and Portent" by Paul Scheffer; and "Soviet Economy in a New Phase" by Bruce Hopper.

New Fiction:

Bricks and Mortar
Bayberry Lane
Good Earth
Down Yonder with Judge Priest
The Way Things Are
Finch's Fortune
Eliza for Common
Good Bye Summer
P. P. C.
Vintage of Yon Yee
Old First
Dr. Dauny
Nothing Venture
Gallant Lady
Black Daniel

Ashton
Bassett
Buck
Cobb
Delafield
De la Roche
Douglas
Lea
Lincoln
Miln
Perry
Sawyer
Wentworth
Widdimer
Willis

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Ida Milesky
Sabina Costello
O. C. Turkington
Elizabeth Lawson

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich
Alice Fales

John Andrews

John "Scotty" Robertson is spending his vacation at Minot. Louise Percy sailed from New York July 9th for a six weeks' tour of Europe.

Louise McFarland is vacationing in the country—down near Plimpton.

Robina Wilson is helping in the Purchasing Department during Louise McFarland's absence.

The co-workers of Margaret Downing presented her with a bouquet of tea roses on her departure for an extended tour through the British Isles.



Booth of the Ray Lumber Company at the Manufacturers' and Merchants' Exposition held in Durham, North Carolina last spring. It was one of the most attractive booths at the show, which was attended by some 30,000 people. Behind the desk in the center of the picture is our North Carolina Salesman, A. H. Brooker

Hilda Rafuse has just secured her driving license.

Bessie Hubbard spent a very enjoyable vacation touring New England.

A group of girls from Cost Accounting took the 7-hour Sunday sail on the Steamship "Yarmouth." All were good sailors and can say now that they have "been to sea."

Veronica Honohan is substituting in the Billing and Comptometer Departments during the vacation period.

Mrs. McNeeley (Irene Delaney) and Mrs. Golden (Katherine Delaney) recently paid a visit to their friends in the office.

Peg Turner was pretty much excited thinking about a certain party's golfing for a few days. Never mind, Peg, it was worth the worry. Eddie Kirouac came through, and on top of the pile, too, winning the State Amateur Championship at Kernwood Country Club, Salem on Saturday, July 16th.

Winifred Rhind, Evelyn Wadleigh, Blanche Walukevich, Muriel McDonald, Statia Markewicz, Katherine Kane, Elsie Gottberg, Helen Walsh, and Dorothy McEleney are back to work after having enjoyed their annual vacations.

Eddie Hall took his first crack at a golf ball back in June this year. He used his back yard for a driving range and found out that he had a much better drive than he thought. He says the last he saw of the ball it was headed for a neighbor's second story window, 200 yards away. He didn't wait to find out what happened then!

Anyone desiring an introduction to the Captain of the S.S. Yarmouth ask Sophie Eppich how to get one. She knows how!

We welcome to the Accounting Department Herman Pollock, who has been transferred from the Chicago Office.

The girls of Flooring Sales went to a weenie roast at Houlton's pond and such fun as they did have. First of all they climbed Blue Hill for an appetite and they certainly all acquired one as the "hot dogs" fast disappeared. Then the girls went back to their childhood days and went paddling in the pond. Many shrieks of laughter were heard as May Walsh and Mary Concannon slipped and slid gracefully in.

We are certainly glad to have Bertha Broadley with us again after her trip to Colorado and what a tan the young lady has. She says that cowboys are all right but give her the good old "New England men." Guess the "wild and woolly" west didn't win our Bertha after all.

Mr. and Mrs. Wylie MacIvor are the proud and happy parents of a baby boy born July 8th. If Marshall Bruce follows his dad's footsteps he sure will be some baseball fan.

The girls of Flooring Sales certainly have the wanderlust as they ventured forth once more last Saturday for a day at the Cape. Much fun was had by all in spite of the sun burns.

Vacations have been enjoyed by Mary Foley at the mountains and on the Cape. Ralph Hall at the Cape and Hartford. Mary Concannon has gone to her home in Portland. John Puckey went to Pennsylvania and he also stopped at Falmouth. Betty Lamore enjoyed her vacation in Westport Harbor. Veronica Sienkiewicz is also enjoying her vacation.

Old Timers will be pleased to know that a very interesting letter has recently been received from "Ned" Fisher, who used to be with us about 26 years ago. In reading the April issue of the *Review*, he noticed several familiar faces among the Old Timers, and so wrote to Mr. Bartlett saying, "Please tell all my old friends in the Bird Organization HELLO from NED FISHER". He is located now with the Texas Company at Port Neches, Texas.

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
John H. Maguire
Fred Jonah

Edward Geraghty
Charles Rafuse
Sophie Novick
John F. Burke
Mary Driscoll
Mario Boragine

Perley Mudgett, Stock Handling Foreman, "went and done it" while on his vacation to the home state where they call a road a "rud." He came back to East Walpole and announced his engagement to Miss Vida Nickerson of Hampden, Maine.

Herbert Badger spent his vacation at Little Neck, Ipswich, Mass.

Chevrolet owners were much gratified to see the big Ford parade go through town recently. At the very end of the procession of Fords as a grand climax, came Mr. Conrad, bowing and smiling in his new Chevrolet!

Vacations have been enjoyed by two members of the Research Dept.—Sid Taylor spent a week in Maine and New York, and Frank Reynolds motored down to Elmira, N. Y.

We have been told that one of our truck drivers resembles Jack Holt the movie star. Ask "Sig."

Carl Osterlund is back from a vacation spent digging clams at Truro.

Jack Rasch and Bill Doyle are looking for opponents to give them some competition pitching horseshoes noontimes. They claim that Jesse King and Bill Gokey are not in their class any more.

Emil Sigmund is looking for a second-hand bathing suit. Can any one oblige?

Charlie Rafuse is spending part of his vacation at Hytona Beach.

Wilbur Fay went fishing over the fourth at Connecticut Lakes. A large catch is reported but we have only his word.

F. B. Duncan is sporting a new Buick Eight.

We hear that Francis Bannon is going to get one of the new pineapple haircuts. We wonder why?

Joe Donovan says that there are automobile thieves around town. They took his for a ride one day recently.

Some of the boys spent a recent week end at White Island Shores, Onset, and Harry Godkin was delegated to go out and buy a watermelon. Half an hour later he came back with a wild story of having encountered a big, black bear. What the boys want to know is where Harry could find such powerful fire water in so short a time.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

We are glad to see that Joseph White and Nazario Costa are recovering from their illness. Joe White has had his tonsils removed and Nazario has been having stomach trouble.

We hear that Anthony Cyranock, son of our Charlie Cyranock, was married on July 16.

Jack Barquist and Bill Livingston are complaining of lame arms and backs caused by heavy construction work on their henhouses.

Clarence Pierson has stepped down from his Packard to a LaSalle.

Talking of high class automobiles, Tixy Billings still has his Ford Coupe. It has not yet been registered but he expects to do so when warm weather comes.

Charlie Sinnett announced the birth of a daughter, Marian Elaine, on July 14.

Fergus Christie has been making a tour of all of the beaches around Boston.

Joe Betencourt and Tony Vargas have been taking legal training recently. Joe Betencourt has found out how fast he may go through Attleboro and Tony Vargas has learned all about boulevard stops.

Red Harrington's mother has gone to Ireland for a three months' visit.

Leslie Howard's hook and ladder company of the Warren Fire Department won the Bristol County championship at Bristol on July 4 and has been entered in the state fair championship at Oakland Beach on August 20.

At the last fire drill Company 1, under Captain Vatcher, gave Company 4 the worst trimming they ever received. A contest was held to see which company could lay out and connect six lengths of hose in the quickest time and some fellows are saying that the men in Company 4 are still wondering what it is all about.



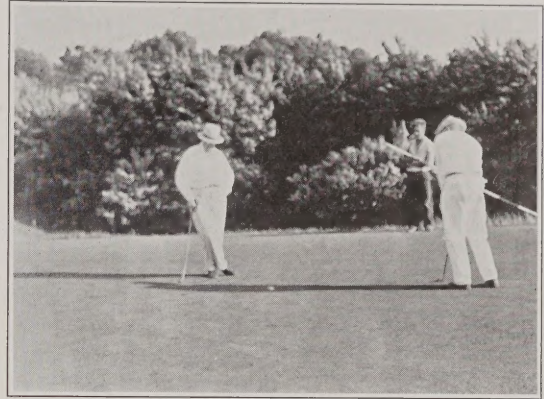
Neponset and her family—all "Birds"—owned by J. B. Blandford, Roofing Salesman in South Carolina who is a great bird hunter

BOX FACTORIES East Walpole, Mass., No. 1 Box Shop

Lena Paduck
John P. Walsh

Ralph Watson
Ralph Farris

Believe it or not (with apologies to Ripley), the following countries are represented in the Combining Department at the Box Shop—count 'em—there are thirteen: United States, England, Ireland, Scotland, France, Italy, Sweden, Finland,



P. H. Bailey, putting on No. 3 green at Walpole Country Club, as W. E. Hale looks on

Canada, Lithuania, Poland, Syria, Germany. There are 37 employees in this department.

James Ellis is on a two weeks' tour of duty at Camp Devens.

Henry Dowdie, the clam king, has sent word of his pleasant ocean voyage. We hear that he spent most of his time at night pacing his luxurious stateroom worrying about his clam business.

Peter McCall reports gaining a few pounds. The new non-skid pants, plus the grease on them, accounts for that, Pete.

Jeff Connolly says he knows a man who shaved with the same razor blade for two years, keeping it sharp by honing on a glass. Anybody wondering who the man is?

On vacation: Genevieve Pare, York Beach and Walpole; Russell Tupper, Box Shop office.

Messrs. Locke, Kendall, White, Colburn, and Lewis spent Sunday, July 17th, at Falmouth. Their wives stayed at home. A most delightful time was enjoyed by all, according to reports.

Herb Lewis is expecting a blessed event at the castle soon. No, not one seven pounder; seven one pounders. Yeah, that chow dog again. We inserted an ad for Mr. Lewis recently saying he had some chow pups for sale. It is not on record that he ever sold one, however. Not at his asking price, at least.

A card has been received from Henry Dowdie, who is spending a couple of months in the old country. What makes this remarkable is that although the card was donated by the Caledonians, the postage was prepaid. Henry will explain when he returns in September.

John Cook's new Plymouth has acquired a very handsome set of dents in its brief life. Well, give him time; it's his first car and first license, you know.

Julia Lewis is taking Genevieve Pare's place in the office.

Congratulations to William H. Donohue who took the leap and was married on June 30th to Miss Marion T. Brown.

We see by the Walpole Times that James H. Ginley has opened an establishment and is advertising himself as a Funeral Director. Not just the business we'd choose—but more power to you, Jim.

No. 2 Box Shop

Edward Scanlon
Martha McLaughlan
Frank Eisenhower

Edward Gronroos
Alma Walsh
Anna Duffy

Gertrude Farley is back again after being out sick for six weeks. Hope you stay awhile, now, Gertrude.

John Clancy, Ernest Stather, and Adolph Sickinger all had a grand vacation and came back full of pep.

Old Man Sunshine has been pretty mean to Margaret Wallace. Just slap her on the back and she will tell you the whole story!

Frank Eisenhower wishes his lady friends weren't quite so ritzy at times. The best was none too good for them in other days, but with times as they are now, Frank would rather have them act accordingly.



Four No. 1 Box Shoppers—taken at the Bird Club Outing by Ralph Watson: A. M. Kendall, A. D. Colburn, J. J. White, and J. L. Locke

Leslie Hall spent his vacation down in Maine with his mother. Fishing and swimming were his hobbies.

Alma Walsh is through with Silver Beach for this summer. The sun certainly played havoc with her while there, just for the day. She just got by the censors on Monday, and the risk is really enough for once. So she doesn't think she'll try it a second time.

Klemens Kaseter spent his vacation at "Home Beach" wearing out his Panama hat.

Mary O'Donnell surely likes Onset these days and how she likes the "Blue Moon" there! She never mentions the yellow moon—and we wonder why.

All of Frank Eisenhower's patients are still alive. He is first aid man at the Hospital when the nurse is out.

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

William Bothwell
Stanley Phillips

John White
Walter Cyr

Edward Hiller

We are all very sorry to lose our old friend and fellow employee, James Phelan who died suddenly on July 12th, after a short illness.

Ralph Simmons and Milford Ward spent the 4th of July at Madison and Silver Lake, N. H.

Recent vacations in the Finishing Department include: John Sheehan, trip to Boston; Walter Bragg, digging clams all over Cape Cod; John Stupek, digging an early crop of potatoes; Everett Lindequist, mostly in steam baths!

Albert Whitmore is back at work after a long siege of illness. Welcome back, Al.

Arthur Duncan and John McEwen have returned to the No. 1 Box Shop.

We welcome Burton Arthur, Dartmouth undergraduate, who will work on No. 3 Machine for this summer.

Warren Kumblad vacationed and recuperated from his recent illness in the Twin Mountain region of New Hampshire.

If you happen to go by No. 5 the cry of "Whoa, Whoa," and "Go Ahead" might give you the idea that a herd of wild horses is being tamed in this building. Don't be deceived, it's only the maintenance crew doing a reinforcing job here.

Congratulations to George Polumbo on successful application for becoming a Citizen. Also to Arthur Baldof and Ernest Wood on their successful examination to become licensed electricians.

Bruno Mazzatta has returned to Italy for a short stay.

John Conroy took a motor trip to Ohio on his vacation, seeing the Akron at close quarters while there.

Stan Phillips was trying to make a bus out of his roadster going to the Cape recently but a bright Police Officer decided the car was too full for comfort so Stan was forced to make use of the rumble seat which didn't please him very much. Next time you want close harmony Stan you had better take an airplane, they can't see you up there.

Our old friend, Charlie O'Connor, who is now employed by the General Plastic Company in New York, dropped in to see his many friends.

Ralph Kemp is doing a great deal of research to find a practical use for human skin. It is said that after one excursion to a near-by beach and one exposure to good old "sol," he now has an abundant supply of well-toasted epidermis.

Ray Call spent his vacation in Rome, New York.

John Caulfield and Tony Milus vacationed at home.

Bill McLaughlan spent his vacation in the White Mountains.

Nelson Bartlett has moved from Norwood to Allen's Corner, Walpole.

Ernest Wood has returned to the Electricians' Department.

Enos Masciarelli has returned from his vacation.

Ralph Clifford is in training at Camp Devens.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Lester Evans
Laurence Gammell

Elliot Webber returns to work with many stories of his southern cruise spent with the U. S. Marine Corp Reserve.

We hope that the vacationists at Lake Bomoseen were warned that Frank Clem was to spend two weeks there. However, the warning would be heeded only by the male vacationists as it is our guess that notice of Frank's arrival would attract more and more girls to Lake Bomoseen.



A corner of the Swan Pond in the Francis William Park. The lady swan is nesting on the bank, carefully guarded by the proud male swan. Out of four eggs, one hatched out, and is being kept at Mr. Osborn's house in the Park. This picture was taken by Mrs. Massie of the Post Office, and incidentally it is a mighty good reflection picture

Carl Brennan reported having a nice trip through Maine over the fourth of July.

The attractions in Eastport, Maine are many, so Carl Hamilton says. He spent an enjoyable week there.

Charlie Hooper, Frank Kissel, and Lawrence Gammell attended a tour of duty at Camp Devens with the 101st Infantry Mass. National Guards.

Under the guidance of "Ham" Hamilton, fifteen of our local sportsmen set sail from Brant Rock on July 9th to do some fishing. Everyone seemed to enjoy himself, but strangely the fish stories they tell have nothing to do with fish.

If you want to make Jack Bradley happy just ask him, "Jack, can you fly?" Jack's 'way up in the air these days learning all about tail spins, outside loops, and three-point landings.

Difficult though it may be, the Flooring Laboratory will have to get along without Bert Seekins while he spends his vacation in Maine.

There must be something about this army life that gets one. James Hanley, formerly active in the National Guards, spent Visitors' Sunday of the Norwood Company at Camp Devens.

Marion Kissell remarks "He doesn't mind having the news published when he buys a Model T, but he does object having the folks think he was trimmed, because it was not \$10 he paid, it was only \$5."

There may be some bowlers, tennis stars and marble shooters around this plant, but when it comes to a mean shooter, watch Stuart Nickerson shoot his golf pills!

Now here is the case of Francis Monahan, which is worthy of notice. He spends part of his spare time tilling the soil in his garden, and makes it produce fresh vegetables for the family table, and gets the health-giving benefits of outdoor exercise thrown in free of charge.

There are entirely too many who spend their time in trying to satisfy false desires and pursuing phantom pleasures accompanied by excessive speed. Many would do well to follow the example set by Francis in these days when economy and thrift should prevail.

The latest fad is collecting butterflies. Stanley Moore started the ball rolling and it is catching. Any noon hour you can see Stanley and his followers around the mill yard looking for moths. It is quite a collection he has at that!

CHICAGO MILL AND OFFICE

Flooring Division

V. D. Szukalla

Gladys L. Davis

The past month has been a rather busy one. While we were still in the downtown floor covering office Lillian celebrated her birthday. Mr. Moe certainly picked a cook—the cake was dee-lishus! Sadie called it a "part time" cake because of its being a combination of angel food and sunshine cake.

The day we moved Mr. Westcott treated the girls with candy and the men with cigars. He said this was to celebrate his birthday and to commemorate our vacating the "111" office.

By this time we are quite settled and have had a chance to become acquainted with the many likeable people of the 76th Street office. We were sorry to see Herman Pollock leave for East Walpole but then, you never can keep a good man down! Did your "face turn red," Herm, when you entered the East Walpole office for the first time? We just recently felt a heat wave here in Chicago which the papers reported came from the East.

If the girls continue to eat the hearty meals served in the 76th Street lunchroom they will become extremely rugged. They are afraid their sylphlike proportions are being endangered.

It was with deepest regret that we learned of the accident in which W. K. Smith was killed on his way to work on July 1. Everyone feels his absence keenly since he was a man whom all admired. His was a personality that cannot be forgotten.

Alice, Evelyn and Lillian headed the vacation list. Alice spent hers in Frankfort, Indiana and is now asking for the words to the song "Is I in love? I is." Evelyn took a rest cure at home to store up energy to be in a fit condition to ride the

"bumpers" to work. Apparently Lillian was getting in trim for long distance riding as she and her family motored to New York to visit her sister.

What is the reason for this sudden attraction Mary Mac has for moon gazing? She speaks of sitting up until the wee small hours admiring that orb. We hope she won't develop moon-madness—or perhaps she is trying to think of a way to help Kate Smith get the moon over the mountain.

We take pleasure in welcoming E. B. Pedersen into the Bird family.



A group of Bird & Son girls went to New York over Memorial Day. It looks as if somebody was taking them for a boat ride. Left to right: Hilda Knaus, Helen Curran, Hilda Rafuse, and Helen Gustafson

Roofing Division

C. J. Perrizo

John Matcha

Dell F. Lydon

The past month has been replete with changes in personnel and organization. Most important of these was the transfer of Mr. Hird to East Walpole, the Floor Covering Sales office to 76th Street, and the closing of the Accounting Department.

The net result of the changes is an increase in employees at 76th of about eight, seventeen having come to us with the Floor Covering Department. The resignations of O. B. Schreen and J. DeBerg made a further reduction in the Roofing force, as well as the transfer of Herman Pollock to East Walpole.

Glenn Hall, a former Michigan salesman, occupies a desk occasionally in the Sales Department, but most of his time is spent on the road as assistant to Mr. Wilson.

There has been considerable moving of desks, files, and partitions, but finally everyone has a definite location, and with the entire place freshly decorated we are well on the way to normalcy. It is still a shock, however, to see Mr. Hird's old office occupied by a couple of young ladies, charming though they be.

The Mill has been running five days a week during the past two weeks, and we have a report from the Sales Department that the week ending July 23rd will be the largest in Carload orders received since May 6th, which was the best week since February 1st.

Anyone looking for Glenn Young these days will find him in one of the three large slate bins which are being divided to provide additional storage space for surfacing and will, when completed, give the Chicago Plant a total of fourteen bins.

"Howie" Hanna and "Bill" Wilson will spend some time in East Walpole during the latter part of July and the first of August.

The following have had vacations during July:

A. Kelly, H. A. Brandau, B. J. Overholt, L. Lance, Sr., L. Lance, Jr., F. George, T. Ecklund, J. Lewis, B. Keller, W. Eby, E. J. Moore, B. Cozzi, H. Altman, W. J. Brebach, J. Johnson, E. Stulik, Mrs. Kennedy, Mrs. Lampton, S. Baker, A. Alexander.

John Kirby, who has worked in the Mill for nearly five years, left last Friday to return to his home in Glasgow, Scotland.

LARGE ORDERS

IN order to keep the factory wheels turning, there must be a steady stream of orders coming in from the salesmen. Here are a few of the larger orders which were received between June 1st and July 15th.

ROOFING DIVISION

B. L. Sears, West Virginia—350 squares of American Hex Twins.

Gerald Sheehan, Western Mass. and J. B. Blandford, South Carolina, had the first orders in for the new Improved Twin Lock Shingles.

J. B. Blandford, South Carolina—67 squares of 3 in 1 Thick Butt Black Shingles, obtained by getting the architect to specify Bird Shingles. And 80 squares of 3 in 1 Super Strip Thick Butt Shingles sold in competition with five other makes of shingles.

F. B. Ross, Maryland—111 squares of Neponset Twin Thick Butt Art Blende.

C. D. Hurtt, Virginia—150 Squares Buff Art Brick Siding.

F. B. Walker, Conn.—a carload order from a new account.

A. H. Brooker, North Carolina—60 Rolls Paroid 60 lbs. to recover a building.

George Keller, New Jersey—35 Squares Custom Built Ragged Edge Shingles Slate Blende.

F. T. Feeley—8000 feet of Insulating Board to be used as a ceiling. This sale was made possible through the cooperation of G. M. Armstrong who called on the architect in Philadelphia and obtained his approval.

FLOORING DIVISION

E. R. Guise, New York—a mixed car.

J. R. Maraist, Boston—a truckload and two mixed cars of Floor Covering, and a car and a half of lining felt.

J. F. McEndy, New York—a car of Lining Felt.

R. B. Wadsworth, Conn.—a car of Lining Felt.

D. J. Miller, Maryland—two mixed cars of Floor Covering.

W. J. Miller, Georgia—a mixed car.

A. J. LeBlanc, Western New York—a car and a half.

I. C. Post, Eastern New York—a mixed car.

BOX DIVISION

H. B. Fuller—3 cars Solid Fibre, 2 cars Solid Fibre and Corrugated.

William Lenigan—2 cars Solid Fibre and Corrugated.

J. B. Maguire—1 car Solid Fibre, 1 car Corrugated, 3 lots 10,000 cases each.

H. B. Mason—1 car Solid Fibre and Corrugated, 2 orders—2 cars in each order.

James Stanton—1 car Corrugated.

Arthur Bushell—Contract—15 carloads, 2 cars—one customer.

Edward Holmes—Contract about 4 cars.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during August:

		Years
Richard C. McCabe	8-14-1885	Box Shop 47
James E. Smith	8-17-1885	Paper Mill 47
Mary Friary	8- 1-1887	Retired 45
Frank Murphy	8-19-1895	Finishing Mill 37
Hattie Willis	8-17-1896	Retired 36
John Sullivan	8- 3-1899	Maintenance 33
John Sheehan	8- 2-1902	Roofing Plant 30
Martin O'Donnell	8-10-1902	Maintenance 30
Mary McKinnon	8- 9-1905	Box Shop 27
L. P. Balduf	8- 1-1906	Paper Mill 26
M. J. Hawkins	8- 6-1906	Traffic Manager 26
John Blazonis	8-15-1907	Paper Mill 25
Michael Coyne	8- 1-1908	Paper Mill 24
George Stone	8- 7-1908	Paper Mill 24
John Wilkes	8- 8-1908	Box Shop 24
J. D. Countway	8-20-1909	Power and Steam 23
O. J. Goodspeed	8- 2-1910	Box Shop 22
Samuel Hunter	8-29-1910	Box Shop 22
Fred B. Duncan	8-24-1911	Maintenance 21
Ethel Havey	8-13-1912	Box Shop 20
G. W. Baker	8-10-1917	Roofing Plant 15
G. L. Smith	8-17-1917	Paper Mill 15
Maurice Sullivan	8-22-1917	Stores 15
Arthur Balduf	8- 2-1922	Roofing Plant 10
Victor Konalski	8- 2-1922	Roofing Plant 10
W. J. Downing	8- 4-1922	Box Shop 10
Ralph Simmons	8- 7-1922	Roofing Plant 10
James Donnelly	8-28-1922	Box Shop 10
James Salmon	8-28-1922	Box Shop 10
Anton Smolski	8-29-1922	Finishing Mill 10
Adolph Doucette	8-30-1922	Flooring Plant 10
Frank Nyborn	8- 1-1927	Paper Mill 5
Lugi Cicoloni	8-15-1927	Roofing Plant 5
James H. Ginley	8-15-1927	Box Shop 5
William Misevicz	8-16-1927	Roofing Plant 5
John D. Johnston	8-22-1927	Roofing Sales 5
Hilda Rafuse	8-23-1927	Main Office 5

Phillipsdale

Phillipsdale

James Blessing 8-24-1917 15

Chicago

B. Morris 8- 1-1927 Roofing Sales 5
Samuel R. Reid 8- 1-1927 Flooring Sales 5

Canada

W. Erwin 8-28-1907 Hamilton, Ont. 25
J. E. Frenette 8-22-1927 Portneuf, Que. 5

TENNIS CLUB STARTS HANDICAP TOURNAMENT

by
Frank P. Reynolds

THE East Walpole Tennis Club has been active during the past few weeks but this activity has had rather disappointing results. On July 9th, the tournament team journeyed to Attleboro and was defeated in four matches out of six. Carl Clem won his singles match and Peter Clem with Frank Vietze won their doubles. There will be a return match with Attleboro which will be played August 20th at East Walpole.

On July 10th, the tournament team lost five straight matches to Notre Dame Club at Central Falls. The team is waiting to redeem itself on August 28th when there will be a return match at East Walpole.

The Handicap Tournament is well under way and has aroused much interest. There are 16 entries and the handicaps range from minus 15 on odd games for the scratch players to plus 15 every game for the weaker players. Results to date:

Frank Clem defeated Edgar Grout 6-1, 6-2.

Albert Kimball defeated Peter Clem 3-6, 10-8, 6-4.

Stanley Phillips defeated Roy Young 6-3, 6-4.

Frank Reynolds defeated Frank Vietze 3-6, 6-1, 6-1.

Entries for the Francis William Bowl Tournament are now open. Play in this tournament will be started the first week in August. Members of East Walpole Tennis Club, employees of Bird & Son and residents of Walpole are eligible. The winner will represent Francis William Park at the annual public playground tournament to be held in Springfield on Labor Day.

PURCHASING AND LABOR BUREAU LEADING IN GOLF

by
A. W. Smith

THE Bird & Son Golf League has practically finished its first half with the Purchasing and Labor Bureau teams both holding high hopes of finishing first. At this writing each has one match to be played.

The standing of the teams is as follows:

Team	Won	Lost	Per Cent Won
Purchasing.....	14	4	.778
Labor Bureau.....	12	6	.669
Roofing.....	12	9	.571
Roofing Sales.....	8	7	.533
Flooring.....	9½	11½	.452
Main Mill.....	8	10	.444
Advertising.....	7	14	.334
Box Sales.....	4½	13½	.250

After the matches in the first half have been played, it is expected that the second half will

start, as those who met defeat in the first half are anxiously waiting for the opportunity of squaring themselves.

WALPOLE GOLFER WINS MASSACHUSETTS AMATEUR CHAMPIONSHIP

ON Saturday, July 16th, many members of the Walpole Country Club and a host of friends interested in golf journeyed to the Kernwood Country Club at Salem to root for Eddie Kirouac in the State Amateur Golf Championship, and



A. W. Smith sinks a putt on No. 7 green at the Walpole Country Club. Stuart Nickerson is holding the flag

were not a little pleased to see him come through and bring home the title.

He has been Club Champion for two years at Walpole C. C. and has a large circle of friends and admirers who congratulate him on his achievement and wish him even greater success for the future.

SOUTHERN DEALER HOLDS BARBECUE

FROM Columbia, South Carolina, come reports of a very successful Barbecue put on recently by Allison and Briggers Lumber Company, Bird Dealers in that city.

The Barbecue was held at Mr. Allison's farm, and to it were invited all the leading dealers and contractors in the vicinity, and notable officials including the mayor and the sheriff. About 100 people attended and enjoyed a fine feast. The meal included roast pig and roast lamb, roasted whole over an open fire in true barbecue fashion.

J. B. Blandford and W. H. Tylander, Roofing Salesmen, were present with the Bird Expando truck and found a fine opportunity to exhibit Bird quality products to this representative and interested group.

BIRD & SON HAS BEST BASEBALL TEAM IN YEARS

by
Ernest W. Oakes, Manager

THE Bird & Son Baseball Team is well on its way to a successful season, and on July 21st had won eleven and lost only four games. In return games we have defeated each of the teams that we lost to, which evens matters up a bit.

Bird defeated Waltham City Club at Waltham by virtue of a terrific home run smash by Smelster with the bases full, the final score being 8 to 5. Hyde Park A. A., Franklin Town Team, Norwood Firemen, and Stoughton K. of C. were the latest victims.



Bird & Son's heavy-hitting Ball Team, as they lined up for the first game of the season with Canton. Back Row, left to right: Roy Walton, "Irish" Oakes, Manager; "Bullet" White, Captain, "Bud" Hale, Stanton Slavin. Kneeling: Ralph Hall, Jack Bradley, Bob Graney, and Bill Murphy

The Norwood Police and Stoughton were the two teams to beat Bird & Son in the last month.

Bullet White, Leon Smelster, Stanton Slavin and Bill Murphy continue to hammer the ball to all corners of the parks.

INDIANA DEALER STAGES FIRST ANNUAL FARM SHOW

FREY BROTHERS LUMBER COMPANY of Michigan City, Indiana recently put on something new in an advertising scheme, a Farm Show, which proved to be very successful. Perhaps some salesman will find in the following account an idea which he can pass on to a dealer of his.

Invitations by letter and telephone were sent to all the farmers in the territory, and the "big show" was staged in a large warehouse which the company owns. Space was cleared in the center for the visitors, with displays of all the attractive items in the line arranged at the sides of the hall; free literature, farm building books, yard sticks, etc. were passed out liberally. At one end of the

hall a speaker's platform was built. The show began with an introduction by a member of the lumber firm, and was followed by a few words from the County Agent, and the main speaker who talked on "Insulation". Any other subject of general interest might have been chosen. The main thing is to get a good speaker with real authority on his subject. Following this were several vaudeville acts and stunts, and then the "eats." One clever act took the form of a fake radio broadcast with personal items and "wise-cracks" about various well-known farmers present.

Writing of the event, the Frey Brothers Lumber Company says, "While definite results are hard to estimate, we feel it was very much worthwhile, and we are already issuing invitations to 'Frey Brothers Second Annual Farm Show'."

Spring Formal—a marvelous rhythmic band, a surging solid of dancers, dim lights, lovely, filmy gowns, a couple dancing near a doorway—

She: "Oh, I simply adore that funny step. Where did you pick it up?"

He: "Funny step, hell. I'm losing my garter."

Salesman (wiping the perspiration from his brow): "I'm afraid madam, we've shown you all our stock of linoleums, but we could get more from our factory."

Customer: "Well, perhaps you had better! You see, I want something of a neater pattern and quite small. Just a little square for my bird cage!"

VISITORS AT OUR PLANTS DURING JUNE AND JULY

East Walpole and Norwood Plants

C. E. Toomey of J. H. Toomey & Son, Elbridge, Md.

A. H. Blattmann of Blattmann and Company, Waedenswil, Switzerland.

Mr. Nivling of Huron Milling Co.

Chicago Mill and Office

Mr. B. W. Poston, Poston Lumber Co., Dyersburg, Tenn.

Mr. C. M. Crump, Crump Lime and Cement Co., Memphis, Tenn.

Mr. Dingman, Peoples Lumber Co., Michigan City, Indiana.

Mr. Harry Frey, Frey Bros. Lbr. Co., Michigan City, Ind.

Acknowledgments

We wish to extend our sincere thanks to Bird & Son, inc. and the Shoe Cartons Department for their beautiful floral tributes and kind expressions of sympathy during our recent bereavement.

Mary M. Scanlon,
Edward J. Scanlon.

I wish to thank all my friends in the No. 1 Box Shop for all their kindnesses and thoughtfulness during my recent illness.
Peter Nilson.

I wish to extend to all Bird & Son employees the sincere thanks of Mrs. W. K. Smith for the flowers and the kind expressions of sympathy during her recent bereavement.

Emily M. Hincks.

We wish to acknowledge with sincere thanks the kind expression of your sympathy.

Mrs. Ellen Phelan and Family.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	American Twins Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Super Twins (Thick Butt)	Hex-Twins	Individuals
Custom Built	Lock-Butt	Multi-Bric Siding
	Improved Twin Lock	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Waterdyke	Selvage Edge	Slate Surfaced

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Paper Mulch	Reenforced Paper	

BIRD Wall Board

NEPONSET Board, Cream White	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board	
BIRD Insuliner	BIRD Air Cell Insulating Board	BIRD Insulating Blanket
Paroid Built-up Roof	BIRD Deadening Felt	Asphalt Felt
Plastic Cement	Roof Coating	

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring
BIRD Rug Border		BIRD Lining Felt
BIRD Carpet and Rug Cushion		BIRD Saturated Felt

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
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Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper	Flower Pots	
Tack and Screw Boxes	Flower Pot Covers	Earth Bands	Plant Boxes

Special Paper Division

Standard Pressboard	—	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes		
Cable Insulating Papers		Laminated Binders' Board



{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XX

September 1932

No. 9

JOHN LOBISSEY WINS SPECIAL \$15.00 AWARD

THREE months ago John Lobisser, Yard Department, entered a suggestion regarding the building of an additional Door at the Stock Sheds and received a Ten Dollar Award. Since then this suggestion has shown further savings, and at the meeting on August 3rd, the Committee voted to give Mr. Lobisser an additional \$15.00, because of the merits of the suggestion.

Other awards made at the meeting on August 3rd are as follows:

Classified as showing as savings in manufacturing cost, and given an award of \$10.00 each:
Reduce Diameter of Circular Cutters

Micarta Ductor Blades	Laurence Hubbard, FXR
Cut Down Trim on No. 3 Machine	Jesse B. King, EMM
Use Toluol to Clean Ink from Press Rolls	W. C. Sword, DMP3
	Lee Ward, FXW

Classified as of intangible value and given an award of \$5 each:

Screw-Adjustment on Glue Pots on FXRM13

Switch for Cranes	Ernest Field, FXR
Iron Floor at No. 7 Shurtle Beater	Arthur Eppich, EME
Roll at Large Cut-off FXCM2	John Lobisser, EMT
Art Bric Siding Hangers	Charles Mutch, FXC
	Lee Ward, FXW

Laurence Hubbard, Shoe Cartons Department, was also awarded an additional \$10.00 for having had five suggestions accepted.

WANTED—GOOD IDEAS

EXTRA money from accepted suggestions looks good these days, so the men who have been using the Suggestion Plan say. So far this year, nineteen awards of \$10.00 have been made for suggestions which showed a savings in manufacturing cost—and two of these nineteen have merited an additional Special Award, one of \$15.00 and the other \$25.00.

In addition, eight men have received \$10.00 checks for having had five suggestions accepted.

Four months more, and the end of another year will come 'round. Grand Prize Suggestions will be awarded, and some men are going to be \$50.00 or \$100.00 richer because they submitted a good idea. Everyone has a chance in this Suggestion Plan. The only requisite is a good idea—some suggestion that will save time, money, or materials; an idea for a new product, or a new use for an old product.

Here is a real challenge to every thinking man. Our company is eager for new ideas and ready to

pay good money for them. Think as you work, put your ideas into a suggestion box, and when January, 1933, comes 'round, you may be the proud one to receive the check for \$100 for the best Suggestion of 1932.

FLOWER POT DISPLAY AT CEDAR HILL, WALTHAM

AN attractive display of Neponset Flower Pot products was made at the Annual Field Day of the Massachusetts State College Experiment Station at Cedar Hill, Waltham on August 3.

An interesting program was arranged which attracted a large crowd of both professional and amateur vegetable growers. A few manufacturers, like Bird & Son, were invited to display their merchandise from an educational rather than commercial aspect.

Our full line of products was shown—Black Flower Pots for growing, Red Flower Pots for shipping, Neponset Plant Boxes, Flower Pot Covers and the new Retail Packages of Flower Pots. A great deal of interest was shown by the visitors, many stopping to tell what good results they had had in the use of our flower pot products and others anxious to learn more about them. Interest centered particularly around the use of the Plant Box, which was just put on the market during the past season and which seems destined for great popularity.

BIRD CLUB ANNUAL MEETING, SEPT. 9TH

THE annual meeting of the Bird Club, inc., is called for Friday evening, September 9th at eight o'clock at the Club House. Election of officers will take place, and policies for the new year will be decided. Every member of the Club has the right to vote and should plan to attend to help make plans for the coming year.

The list of candidates to be voted upon is as follows:

Directors—for three years (five to be elected): P. R. Allen, G. R. Wyman, R. A. Wilkins, A. D. Colburn, J. J. Geary, P. J. McDonald, J. N. DeCosta, H. E. Davenport, W. A. Beaulieu, E. A. Hiller, S. A. Nickerson, W. S. Jackson.

Secretary—B. D. Rogers.

Treasurer—H. S. Whitney.

EAST WALPOLE TENNIS CLUB

by
Frank P. Reynolds

THE handicap tournament is nearing completion. A first round match between Beasley and Mason has not yet been decided. Frank Clem, Carl Clem and Frank Reynolds are the other contestants who are still in this tournament.

Attleboro Tennis Team was defeated at East Walpole on Saturday, August 20th by 5 matches out of 7. The winning single players were Carl Clem, Frank Reynolds, Albert Kimball and Stanley Phillips. Frank Clem, teamed with R. Harkness, won their doubles match.

On Sunday, August 21st, Magnan's Tennis Team defeated East Walpole taking three matches out of five. Frank Clem and Ollie Barr won their hard fought single matches.

News of the Francis William Bowl tournament will be found on Page 4 of this issue.

BASEBALL NEWS

by
Ernest W. Oakes, Manager

THE 1932 season is nearly gone, and a very successful season for the Bird & Son Baseball Team is nearly over.

Up to August 23rd, the team had won 18 and lost 6 games, for an average of .750.

At least ten more games will be played before September 11, which is the final game of the season, at which time Bird & Son will play the Cambridge Knights of Columbus. The pitcher for the Cambridge team will be Ed Carney, southpaw of the 1927 Cambridge High and Latin School, which was defeated by Norwood High for the State title.

Johnny Dixon, hero of the series, will go to the mound against Carney, and we believe history will repeat itself in a victory for Dixon.

ONE LOST TIMER IN AUGUST

MINNIE KOTAK, No. 1 Box Shop, was folding boxes on the new conveyor on August 18th, when she slipped on the rolls of the conveyor, hit her leg on an angle iron between two lines of the conveyor and received a bad cut on her left shin. She is still losing time as result of this injury.

So far (August 24th) this is the only lost time accident this month, as compared with five lost timers in August last year. For the eight months this year we have had a total of 18 lost time accidents, compared with 28 for the same period last year. This is a record worth keeping clean. It

looks as if we could make this a better year than 1931—there are only four months to go. Don't slip back now.

VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during September:

		Years
A. C. Urquhart	9-10-1896	Maintenance 36
P. R. Allen	9-15-1898	President 34
Florence Holmes	9-25-1898	Retired 34
John Eppich	9- 5-1903	Roofing Plant 29
Patrick Coughlin	9-10-1904	Paper Mill 28
Antonio Paddock	9- 4-1905	Paper Mill 27
S. C. Traudt, Jr.	9-15-1905	Roofing Sales 27
Michael Burke	9-22-1905	Paper Mill 27
Louise McFarland	9- 7-1908	Purchasing Dept. 24
Frank Phillips	9- 1-1909	Box Shop 23
John Clancy	9- 7-1909	Box Shop 23
Louis Dolksever	9-20-1909	Roofing Plant 23
James Dine	9-22-1909	Box Shop 23
Michael Costello	9-26-1909	Paper Mill 23
R. C. Floyd	9-20-1911	Assistant to President 21
Herbert Jepson	9- 3-1912	Roofing Plant 20
Dominick Treventi	9- 5-1912	Roofing Plant 20
John Wosner	9-13-1912	Flooring Plant 20
Samuel H. Kay	9-20-1917	Drafting Dept. 15
John D. Hurley	9-24-1917	Roofing Plant 15
Victor Burrell	9-24-1917	Paper Mill 15
Dorothy Hartig	9- 5-1922	Main Office 10
Edward J. Sears	9- 9-1922	Roofing Plant 10
John Korsun	9-11-1922	Roofing Plant 10
Charles Wisnefski	9-19-1922	Paper Mill 10
Basil McAusland	9- 6-1927	Flooring Plant 5
Domenic Restanio	9- 7-1927	Roofing Plant 5
Walter McKenna	9- 9-1927	Box Shop 5
Ernest M. Field	9-13-1927	Box Shop 5
Arthur McKenna	9-18-1927	Roofing Plant 5
Thomas Paquette	9-20-1927	Box Shop 5
PHILLIPSDALE		
Edgar C. Vatcher	9-22-1927	5
Fred Pierson	9-27-1927	5
CANADA		
A. McM. Staples	9-11-1922	Salesman Nova Scotia 10

DEATH OF MRS. HANSCOM

Mrs. Catherine Bagley Hanscom, well known by many Bird & Son workers, died at her home at 137 Nichols Street, Norwood, on Thursday, August 4th.

Mrs. Hanscom was born in East Walpole, but had been a resident of Norwood most of her life. When the Hermitage first opened, and for a number of years thereafter, she had charge of running the house.

She is survived by her son, Clinton F., of Brooklyn, N. Y., and one daughter, Mrs. Margaret E. Holdsworth.

JOSEPH A. MILLER

Mr. Joseph A. Miller, Western Roofing Salesman for more than twenty years, passed away on Saturday, August 27th. He had been in poor health for nearly a year, although he was able to continue his work until about three months ago.

He joined the company in December, 1909, and for many years covered the Wisconsin territory. Mr. F. H. Hird says that he was one of the best salesmen he ever saw, intensely loyal to Bird & Son, and having the rare ability to make real friends among the dealers. He will be greatly missed.

We extend our deepest sympathy to Mrs. Miller in the loss of her husband.

Notes From Plants and Offices

MAIN OFFICE AND SALES

Catherine Dowling spent part of her vacation visiting her brother in Newport, R. I.

Alice Clem enjoyed surf bathing at Asbury Park, N. J.

Mary Griffin, the latest addition to the Comptometer Department, is extended a hearty welcome.

Everyone is glad to see Vivian Parsons Lucas again—she is substituting during vacation.

Either Bird & Son must supply bigger and better used towel baskets in the girls' washrooms, or Anna White must undergo a shrinking process. There was some difficulty in removing Anna from the last basket into which she fell. Ida Milesky and Anne Kelliher are emphatic on this point.

Dorothy Hartig spent two delightful weeks at Lake Sunapee.

Eleanor Morse enjoyed a trip to Nova Scotia.

Louise Percy has just returned from a six-weeks' tour through Europe, visiting England, Scotland, France, Switzerland and Germany. Needless to say, the trip was very enjoyable.

Both Dick Thomas and Malcom Haskell took jaunts through Maine, New Hampshire and Vermont, on their vacations.

Agnes Hefferan bathed in the embracing surf of Hampton Beach.

Dwight Colburn journeyed to the beauty and coolness of a vacation in Newfoundland.

PAPER MILLS

East Walpole, Mass.

No, folks, it's not a colored person who has joined the Bird & Son organization, but only Norman Brookes who has returned from his vacation at Duxbury.

Other members of the Research Laboratory spent vacations as follows: Earle Davis at North Conway, N. H.; Tom Burns, Hampton Beach; and E. L. Connolly, nearby beaches and home.

John Burke spent his vacation at Lake Champlain, and Herman Barker spent one week of his fishing at Princeton, Maine.

Phillipsdale, R. I., Mill

Our stenographer is on his vacation and we can't run the typewriter.

Leslie Howard still insists what with the holes in the roof over his head that he doesn't need any shower baths.

For several long years Tixie Billings has been thinking and now he has gone and done it—he has a Chevrolet Coach. The Ford is gone! He will now learn how to drive a shift car—perhaps.

Blessing, Hyrske and Homenick still insist on playing cards with the "gang" in spite of the fact that it is said that no one wants them. What can you do with a bunch like that?

Bus Richardson is building a house for himself in his spare time.

John Barquist is getting over a regular Phillipsdale carbuncle. The Doc says that we seem to have too many "pimples."

Mr. Henderson spent his vacation at Green Hill and George Hawley visited Henniker, New Hampshire.

An old friend of Charles Riley gave him a valuable pipe and of course Charlie was delighted—so much so that he vowed that he would take good care of it. However one day he took it with him when he went hunting chipmunks and getting excited, put it in his pocket. We now hear that he lost not only the pipe but also the biggest part of his coat and his jack-knife. Yes, that was tough luck.

BOX FACTORIES

No. 1 Box Shop

Whitey Readel is putting on weight very rapidly lately. Thelma White supplies all the sandwiches.

Sam Hunter vigorously denies that he spent his vacation in Francis William Park with the bathing beauties.

Vaughn Lowerison had just enough gas left the other night to take Mike Flaherty safely home—and then had to walk home himself! Don't be so big hearted the next time, Vaughn.

Benny Stravinsky was having a good time on the merry-go-round last Saturday, but he said one thing was the matter—the pony was dizzy!

Bill Koch spent his vacation pushing the baby carriage around the home town.

No. 2 Box Shop

Mary McKinnon believes in helping everybody out these days, so she went places and spent money on her vacation—riding, swimming and everything.

John Wilkes spent his vacation in Holyoke, visiting relatives.

Mary O'Donnell, Delia O'Donnell and Gertrude Farley have to go 'way to Brookline for their supper these days. Boy, the style!

Patrick O'Donnell has been working in the Flower Pot Department the last few weeks.

Hot weather does not bother Christine Sherer's curls—she's even got a new wave.

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

Vacations in the Finishing Department include Paul Krukas at Nantasket Beach, Victor Makela at Revere Beach, John Buonapane at home, and Charles Seavey, the old country, parts unknown.

Victor Makela heard about the big snake that was last seen somewhere in Cedar Swamp, and he reports that he is now on its trail. Victor, by the way, used to be champion snake catcher of Finland.

Thomas Griffin and Julian Smith have completed their work on the new building in East Walpole, and are now back in the Shipping Department.

Pierino Palazzi has finally got rid of that Chevrolet and is now riding around in a new Dodge.

John Howard is also a new car owner.

John White is homeward bound to England for a short stay. Have a good time John.

Lionel Ross, formerly of American Glue, is subbing for John until he returns.

We welcome back Adolph Kotak after a long siege of sickness.

Congratulations to John Pratt, his wife presenting him with a baby boy at the Norwood Hospital.

Our new Insul-Bric Siding Department is rapidly nearing completion.

Dick Stoddard visited the old home in Maine during Old Home Week recently. We don't know whether he led the parade or not.

We welcome James Phelan, James being the son of the late James Phelan of the Finishing Department.

Mr. Chamberlain looks quite sporty with his new Buick car.

FLOORING MILL AND OFFICE

Norwood, Mass. Plant

Carl Brennan reports having a nice time down East while on his vacation. We are wondering how "Ruth" enjoyed the car while he was gone.

Frank Sutherland vacationed on the Cape, Ralph Hildreth at Gardner, Maine, Ralph Nutter in New Hampshire and Vermont, Samuel Steele and Roland Forbes toured Nova Scotia, and Joseph Adamonis spent a quiet week bathing at Fish Pond.

Robert Wilson reports a grand time while at Lawrence, Mass. He says he would like to see the Legion Conventions held once a month instead of once a year.

Joe LeBlanc and Steve Mellich went on a blueberrying party on August 13th at Bellingham. They reported lots of berries, but returned with a grand total of only five quarts after several hours picking. They wouldn't say what was wrong.

Stuart Nickerson has returned from a vacation trip to Prince Edward Island, of which he gives glowing accounts of the beauty of the country and the wonderful trout to be caught. A handsome specimen of this gamey fish caught on a previous trip can be seen at Nick's house, showing his success as an angler.

Simone Fownes and Charles Miksis have returned from their service vacations.

Ed Daley spent a most enjoyable two weeks at North Conway, New Hampshire.

It is not necessary to go to the wilds of Maine to see wild life in its natural state. Most any morning before the sun gets too high in the heavens, you can see one or more little rabbits having their breakfast of clover near the shipping platform.

They are quite tame, and as you approach they sit up and point their long ears inquisitively at you, then scamper away, flashing their cotton tails as a farewell.

Al Jenkins, one of our real old-timers, is now on his vacation in Barnstable, and we all wish him an enjoyable time. Al loves his clams, and we guess there are plenty at Barnstable.

A truck came all the way from Lynchburg, Virginia, to get a load of floor covering and rugs from our plant on Monday, August 8.

On Thursday, August 11, an immense swarm of bees settled on a bush near the railroad tracks, which, after working hours, were successfully captured in an old nail keg by Nunzi Flamigetti. Nunzi, by his skillful handling, hived the fiery insects and expects to have plenty of honey in the near future.

CHICAGO MILL AND OFFICE

Flooring Division

Among those poor unfortunates who have to wait another whole year for their next vacation is Mary Curran, who spent this year's vacation at Dowagiac, Michigan. She claims a friend of hers tried to reach her by sending three telegrams and a special delivery letter inviting her to motor to Canada, but none of them were delivered. We'll bet Mary has developed an awful thirst since she found that out.

Mr. Westcott spent part of his vacation with his family at Buzzard's Bay.

Mr. Tyson went to Canonaqua, Ont., this year. Of course he had the usual stories of the big fish he caught.

Sadie Doughty stayed in the city "recuperating from a too high and vaulting ambition."

Marie Lester says she visited so many places during her vacation that they are too numerous to mention. Why Marie, —and you work at the Dealer Card Desk?

Gladys Davis spent her vacation at Long Lake, Illinois. It seems as though that is getting to be a regular Bird Colony there—so many of the "Birds" find it attractive.

Papa Kilburn (oh, excuse us, Ted Kilburn became a father on July 20) certainly has an unusually large chest expansion lately. Sure, it's a boy!

Quoting Mr. Sare's memorandum of July 30:

"I have just made arrangements to have a new salesman to assist me in this territory. He arrived Friday night at 6.45 at Mercy Hospital and weighs 8½ lbs. Both the boy and Mrs. Sare are feeling fine."

Congratulations, Mr. Sare.

Another one of our "happy event-ers" is Tony Soltan—only he became a godfather on July 24.

We can truthfully say to Jim Campbell "My, how you've grown," because he has gained 18 pounds since we last saw him. We think this is pretty good in view of the fact that he travelled 2776 miles to reach Chicago.

Roofing Division

If you noticed that Ted Kilburn's smile was broader than usual on the morning of July 21st, you'll understand at once when we tell you that he is now the proud father of a son.

Wm. Rogers has returned to work after having been absent from his post on the restaurant force on account of illness. Henry Warner helped out in his place.

We wouldn't accuse W. W. Wilson of being Scotch, but the other day when he found it necessary to take a cab to the office he dismissed it at the corner and walked the half block to the door.

We were sorry to learn of the death of Mrs. Lampton's father-in-law recently.

Pitching horseshoes is the leading hot weather sport at Bird & Son. The sport has become so popular now that two courts are being used regularly.

George McNay won the attendance prize—a Waltham wrist watch—at the recent golf tournament and dinner given by the Indiana Builders Supply Association at South Bend, Indiana.

The following have returned to work after vacationing for two weeks: Florence Mormon, Frances and Edith Johnson, Erich Gach, Walter Bauer, M. F. Meyer, George McNay, R. Stearles, Bert Hindmarsh, Andy Spiers, Tony Solton.

And those away now are: Gresham Brebach, Myrtle Brebach, Jimmy McGuire, John Matcha, Ed Baldwin, Dell Lyndon, Gwen Blackmore, Al Bohnenberger, Joe Bloskey.

Those beaming countenances which were seen throughout the Mill last week, and especially John Matcha's, could be caused by only one thing: Both No. 1 and 2 machines were percolating at full speed and we understand that some old records fell during the week. It was a sight enjoyed by everyone here and we sincerely hope that this activity will continue.

CARL CLEM WINS FRANCIS WILLIAM BOWL TOURNAMENT

LAST minute information tells us that Carl Clem is this year's winner in the Francis William Bowl Tournament, defeating his brother Frank Clem, 6-3, 5-7, 6-2.

He will represent Francis William Park at the Park Tournament to be held in Springfield on Labor Day.

GOLF NEWS

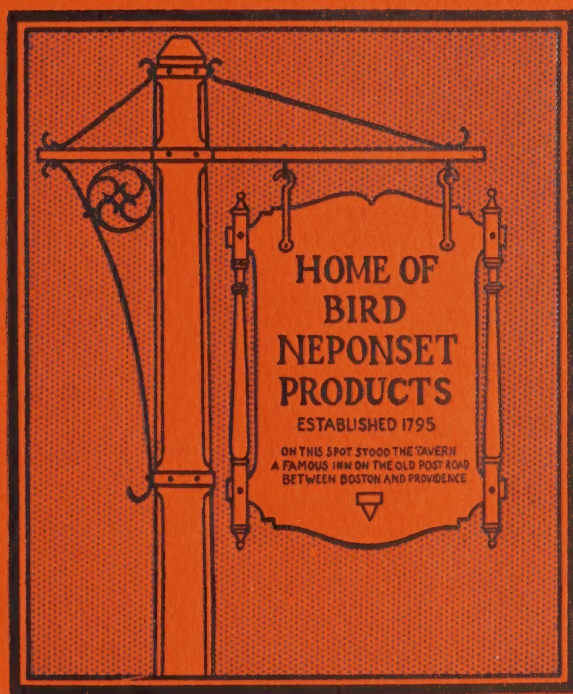
THE first half of the Bird & Son league was won by the Purchasing Department team. B. R. Taylor and M. J. Hawkins found their opponents "easy pickins" and won 16 points, losing only 5.

The second half started August 15, with the same eight teams entered.

Winners of each half will play for the Bird & Son championship. E. L. Chamberlain and H. C. Jepson of the Roofing Mill team are leading in the second, having won all six points in the two matches played.

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XX NO. 10

OCTOBER 1932



Established 1795

BIRD & SON

(incorporated)



East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plant
Norwood, Mass.
Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN

Vice-President, ELMER H. BARTLETT
Sec. and Treas., AXEL H. ANDERSON

Directors

PHILIP R. ALLEN
AXEL H. ANDERSON
ELMER H. BARTLETT

CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE

JOHN R. MACOMBER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Paper Sales Division
Manager, F. H. HIRD
Asst. Manager, W. E. HICKS

Roofing Sales Division
Gen. Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM
Western Mgr., W. W. WILSON

Box Sales Division
Manager, C. H. ANDREWS

Carton Sales Division
Manager, A. M. CLAFFEE

EXECUTIVE

Asst. to Pres., R. C. FLOYD
Treasurer and Comptroller,
A. H. ANDERSON
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Auditor, W. C. AHLGREN
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Labor Bureau Manager, B. D. ROGERS

Research

Director of Research, G. R. WYMAN
Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Flooring Div., J. E. GRAHAM

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. WYMAN
Staff Engineer, B. H. ROBERTS
Manufacturing Staff, P. N. HILLS
Gen. Supt., E. Walpole, C. W. CONRAD
Supt. Paper Div., R. A. WILKINS
Supt. No. 1 Box Factory, R. L. TUPPER
Supt. No. 2 Box Factory, W. S. JACKSON
Supt. Felt Div., T. G. HENDERSON
Supt. Flooring Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN
Supt. Chicago Rfg. Div., J. G. YOUNG

Branch Offices

New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., SOUTH KEARNY, N. J.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P. R. ALLEN

Vice-President and Sales Manager, H. E. SAWYER, JR.

Secretary and Treasurer, A. H. ANDERSON

Eastern Manager, W. B. ROGERS, JR.

Western Manager, R. W. WESTCOTT

Branch Offices

New York, Chicago

Warehouses

ALBANY, BALTIMORE, BROOKLYN, CAMDEN, CHICAGO, CINCINNATI, CLEVELAND, DALLAS, DAVENPORT, DETROIT,
EAST WALPOLE, HARTFORD, INDIANAPOLIS, KANSAS CITY, LOS ANGELES, MILWAUKEE, NEWARK,
NEW ORLEANS, PEORIA, PITTSBURGH, RICHMOND, SAN FRANCISCO,
ST. LOUIS, ST. PAUL

BIRD'S NEPONSET REVIEW

Vol. XX

October 1932

No. 10

Make Home and Plant "Fire Safe"

Message from G. R. Wyman, Chief of the Fire Brigades

IT is a recognized fact that attention given by executives and men holding leading positions in industry to fire protection and the reduction of fire hazards in every plant is well worth while and has become one of their regular duties. Their

vised by foremen who cover the entire property in one way or another. The foreman is directly responsible for the safety of the men he supervises and this safety covers every detail of protection to the employee from the time he enters the depart-



Start of the Hose Contest at the Flooring Plant on July 20th. These are the winning teams in action, composed of: A. W. Smith and Patrick Hession, Captains; and Ralph Farris, Frank Eisenhaur, Martin Kane, John Bache, Arthur Connolly, Robert McLauchlan and Martin King

activities along this line together with publicity given by the press have made the people in industry as well as in the home "fire safe" conscious.

We must not let matters rest here for it is only by keeping everlastingly at it that safe conditions can be maintained. Every well run plant has its rules and regulations regarding smoking—the carrying of matches other than the safety type, proper receptacles for oily rags and systematic plans for the removal of all material from the work rooms and cellars which would be considered a fire hazard, also automatic sprinklers and fire extinguishers, and even organized fire brigades—but after the Management has done its part a great responsibility lies with the foremen. In industry usually plants and divisions are super-

ment until he leaves it. Safety to life and limbs, of course, comes first; hazardous operation should be guarded in every case so that employees can proceed with a minimum fear of accident. It is, however, important also to train employees in regard to the use of fire apparatus such as extinguishers, sprinklers, etc. Rules for the guidance of employees should be posted in conspicuous places:

1. Rules regarding smoking on the property.
2. Rules regarding carrying of safety matches only.
3. Method of turning in an alarm and location of fire alarm boxes.

4. Use of hand fire fighting apparatus provided.
5. Location of the shut-off valves for the sprinkler systems.

Then there should be a complete understanding in regard to the action of employees in case of emergency, the order for the majority of the employees being to go in as orderly a manner as possible to the nearest fire escape or exit. In all departments where there are ten or more employees, Captains should be appointed and fire drills executed periodically to insure safety in leaving the building. Other employees, if no member of the Fire Brigade or Protective De-



Hitting the target at the contest at the Flooring Plant. These three men are from the Flooring Plant teams: Leslie Fillmore, Captain, Ira Treen, and Francis Monahan

partment is working in the immediate locality, might well be assigned beforehand to man the emergency fire apparatus as this is the most important part at the start of a fire. A pail full of water is more effective in the first moment than the best fire fighting apparatus could be in five or ten minutes under certain conditions.

We are fortunate in that the Bird plants are equipped with up-to-date automatic sprinklers and emergency fire apparatus and provided with trained men ready for the emergency. Also our executives and foremen have always shown great interest in reducing the fire hazards in and around the plants and insisted that all rules and regulations be carefully followed and that our equipment be kept in order and periodically inspected and reported on. **The interest of our foremen in matters of this kind I believe cannot be exceeded, if equaled, in any other plant in the country.** Our plan is to prevent fires and we feel that we have made a better record if we have no fires than we would if we were able to show how efficiently we could put out a fire when one occurred. The loyalty of the members of our Fire Brigades has many times been evident in our monthly drills and contests which are conducted on a plan laid down by our very able committees composed of

members of the Brigades assigned to the developments of our drills, and also in the fine spirit of sportsmanship which has always existed at the final outcome of our contests and drills. Our Safety Committees during the year are the means of bringing accident and fire hazards to our attention and correcting many conditions which improve the plants for safety which help to make the Bird mills a more desirable place for the workers.

The suffering and sorrow that occurs after a fire in a community can only be really known, of course, by those who have actually gone through the experience, but I would urge everyone of you to do everything possible to keep down the fire hazard, and I suggest starting first in your own cellars and attics; **get "fire safe" at home and let this work extend to your daily activities.**



FINE TEAM WORK DISPLAYED BY EAST WALPOLE COMPANIES

LESS than a minute to lay and couple 250 feet of hose, put on the water, and hit a target fifty feet from the nozzle—that's the record made by Company No. 7 and Reel Company No. 1 from the Main Mill Brigade at a Fire Brigade Contest held at the Flooring Plant on July 20th.

The contest was staged between these two companies and companies No. 8 and 10 from Norwood Mill Brigade. Starting at the hydrant at the corner of the Maintenance Department Building, the men pulled the reel down the driveway, past the garages, unreeling and coupling the hose, signalling for water, and finally hitting the target—an empty oil barrel set up about fifty feet farther down the drive. Time was taken from the gun at the start to the moment that the stream of water hit the target. For the East Walpole companies in this first half of the contest, the time was 59 1/5 seconds, or less than a minute; for the Norwood Companies, 61 seconds.



Robert McLauchlan and John Bache tightening a coupling, one of the steps in the contest on July 20th. These men are from the winning team

In the second half, the middle length of hose was disconnected, the two remaining lengths were coupled, and the water put on again. The time for this was East Walpole, 34 seconds; Norwood, 40 seconds. This gave East Walpole a winning score for the whole contest of 1 minute, 33 and 1/5 seconds, against Norwood's total of 1 minute, 41 seconds.

Both sides showed wonderful team-work and the contests went off with plenty of snap. With such companies we have no fear of any fire ever gaining much headway in any of our plants. These men know that minutes count, in case of fire, and through their thorough training they have learned how to use every second to best advantage.

The competing companies were as follows:

East Walpole Reel Company No. 1—Captain, A. W. Smith, Credit Union; Lieutenant, George Eisner, Millwright; (Mr. Eisner was unable to take part in the drill, and his place was taken by Ralph Farris, No. 1 Box Shop Shipping) Hosemen, Martin Kane, Stock Handling and Frank Eisenhaur, Printing Department.

East Walpole Company No. 7—Captain, Patrick Hession, Machine Shop; Lieutenant, John Bache, Machine Shop; Hosemen, Arthur Connolly, Combiners, and Robert McLauchlan, Millwright; Hydrant man, Martin King, Piping.

Norwood Company No. 8—Captain, Leslie Fillmore, Print Machines; Lieutenant, James O'Sullivan, Rug Finishing; Hosemen, Frank Armukevich, Finishing; and Samuel Steele, Rug Finishing; Hydrant man, Matthew Fyfe, Print Machines.

Norwood Company No. 10—Captain, Frank Monahan, Shipping; Lieutenant, Ira Treen, Yard; Hosemen, William Boyd, Paint Room, and John Healey, Undercoat; Hydrant man, Harvey Hayward, Print Machines.



QUESTIONS AND ANSWERS

1. How long does it take the undercoat on floor covering to dry?
2. How much roofing was shipped on our busiest day last month?
3. Is water from the river or town water used in our boilers at the Main Mill?
4. From what section of the country do we obtain most of our slate for shingles?
5. How many "lines" are there in our new telephone system?

Answers to these questions will be found on Page 7.

EAST WALPOLE BRIGADE CONDUCTS APPARATUS TEST

AT a regular fire meeting on Monday, September 12th, the East Walpole fire companies met along the river bank near the turbine room and inspected various pieces of apparatus.

The hose and the hydrants were inspected, and the hydrant houses were thoroughly checked to make sure that all the equipment was there and in good condition.

Six lines of hose were connected up to the hydrants, the fire pump was started and streams of water were played out over the river, making sure that all this apparatus would function properly if needed. The fire pump registered well over the required pressure of 100 pounds to pass the tests of the insurance inspector, and with this pressure the velocity of the water at the various hose lines assures us of ample protection over every part of the mill.



Testing the fire pump at the river during the last fire drill. Can you firemen find yourself in this picture? Another group of men were stationed further down the river with three more lines of hose. Notice the rainbow (white streak) in the left of the picture

— FIRE —

Prevention Week

OCTOBER 9--15

Our New Telephone System---How It Works

DIAL telephones are here! After Saturday, October 1st full automatic telephone service will connect all telephones throughout our plants and offices at East Walpole and Norwood. Work has been rushed along for the last two months, and by the time this October *Review* is off the press, the job will be complete.

One hundred and seventy-five lines and ten trunk lines are now being used, and the new equipment has a capacity of 400 lines and 20 trunks, which leaves ample room for growth. All interdepartmental calls will be entirely automatic, through the dial system, but for outside calls it will be necessary to dial the operator and



May Morrill, chief operator, demonstrating the new switchboard for the Dial System

give her the call, which she will send out over one of the trunk lines connecting us with Walpole, Norwood or Boston, as the case may be.

To the layman the dial system which finds your number so quickly and accurately, is quite a mystery, and a visit to the room which contains the machinery doesn't give you a much better understanding. About all you see is row on row of what looks for all the world like cans on grocers' shelves.

The cans, however, are merely coverings against dust. Within them are thousands of delicate electric switches. These are the "works". There is not much movement to challenge the eye, but a "tick-tick-tick-tick", as of myriad clocks and watches meets the ear as the switches go about their business of setting up and taking down connections.

The machine is a sort of "telephone-town," a veritable mass of talkways, with an obedient switch standing like a traffic cop at each corner where the pathways branch, directing the course of each call.

Suppose you want 248.

You lift the receiver from the hook. The ma-

chine (line finder) reaches out, takes hold of your line, and sends you the humming "dial tone," equivalent to the operator's "Number, please?"

Now dial 2. Click! The first traffic officer (selector) indicates a broad avenue. It runs to that section of telephone-town where resides every line whose number begins with 2. You're on your way. This avenue or street leads to a block of a hundred houses, ten lanes of them, ten houses on each lane—numbered 200 to 299.

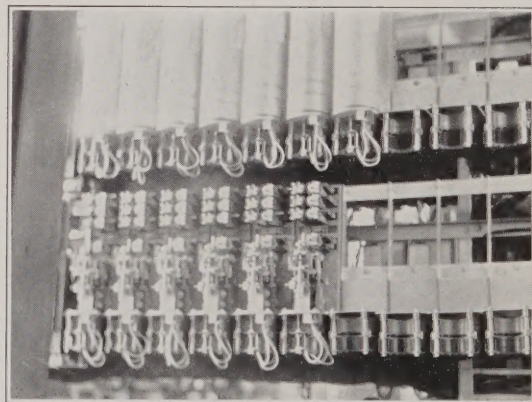
On duty there is a chap (connector) who, even for a traffic officer, is most extraordinarily polite. No jerk of the thumb for him. As you dial 4 and then 8 he personally conducts you to Four Lane, stops at number 8, finds out if the folks are prepared to receive callers, and rings the bell, or signals to you if the line is busy.

Thus, step by step, through the branching thoroughfares of telephone-town you have reached 248, the point for which you set out a few seconds before.

It sounds complicated, and electrically it is as intricate as it sounds. In use, however, you find it simple and easy. Each figure dialed takes you one step nearer the goal, and the machine operates as fast as you can dial. You reach your party, talk, hang up—and the latter operation swiftly dissolves the entire train of connections.

There are 16 line finders, 16 selectors, and 13 connectors, and your call may go through: any one of these, depending upon what machines are busy putting through other calls at the same time.

Through the installation of this system it is expected that time will be saved. Skillful as our operators are, during rush periods they can never hope to handle every call as speedily and accurately as these almost "human" machines. One operator will still remain at the new board to take care of incoming and outgoing calls with



The "works" of the new dial system. The upper row has the "grocer's cans," protecting the machinery, and the lower row shows the units exposed. This particular part of the board shows 13 of the units; there are 45 in all

other exchanges. Another advantage of the new system will be that it is in operation twenty-four hours a day, so that calls between departments can be put through at any time. Certain lines also, will be connected directly with outside trunk lines after working hours, the same as under the old system, so that the Walpole or Norwood office can be called in case of emergency.

The new system is known officially as the 701-A PBX and offers all that is latest and best in modern telephone equipment.

(Editor's Note: For information used in this article we are indebted to: Mr. R. C. Farnham, Editor of Telephone Topics, and to Mr. G. J. Webber, foreman in charge of the construction of our new Exchange.)



JOHN H. MAGUIRE COMPLETES FIFTY YEARS

JOHN H. MAGUIRE, fifty years a paper maker with Bird & Son, inc. celebrates his anniversary on October 12th this year, and makes the third active worker to reach the fifty year mark.

He began work with the company on the paper machines at the age of fifteen, and grew up with the business. For many years he held the position of Night Foreman at the Paper Mill, and he still puts in a full day's work at the Paper Machines.

Fifty years of work rest lightly on John's shoulders, and although his hair is several shades whiter, he still retains his enthusiasm, his good health, and his sense of humor—and what he knows about the fine points of paper making would fill volumes.

Since he first came into the company, almost unbelievable changes and advancements have taken place. We have asked Mr. Maguire to write down some of the interesting changes he has seen, and we are happy to publish here this account which he himself has written.



FIFTY YEARS WITH BIRD & SON, INC.

by
John H. Maguire

ON October 12, 1882, I started in to work for F. W. Bird & Son on the paper machine as 3rd hand. This machine was called No. 2 Machine and was located where the present No. 2 Machine is. It consisted of four cylinders and twelve or thirteen dryers, and the hours of working were from 12 at noon till 12 at night.

After a few years we worked 13 hours at night and 11 hours in the day time. Then the 8 hour day came.

I have often heard people talk about the good

old times, but I am one who would hate to go back to the "good old times"!

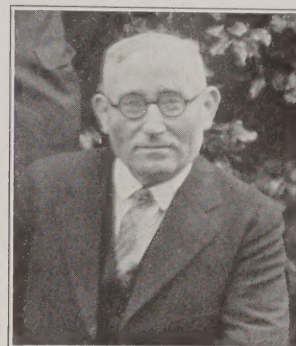
As the saying goes, "The first fifty years are the hardest!"



VETERANS' SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during October:

			Years
John H. Maguire	10-12-1882	Paper Mill	50
John Dower	10- 1-1895	Maintenance	37
Chas. T. Derry	10-12-1897	Retired	35
H. L. Engley	10- 9-1901	Maintenance	31
Victor Purdy	10-12-1907	Maintenance	25
Alice Fales	10-28-1907	Main Office	25



John H. Maguire, 50 years with Bird & Son, on October 12, 1932

Jerry Cullinane	10-10-1910	Maintenance	22
Nils Lindequist	10-11-1910	Flooring Plant	22
John Foley	10- 4-1911	Roofing Plant	21
Antonio Wosniak	10-11-1912	Box Shop	20
John P. Dolan	10-31-1912	Box Shop	20
Peter Didicks	10- 4-1917	Flooring Plant	15
George E. Smith	10-27-1917	Roofing Plant	15
Severio DiChellis	10- 5-1922	Box Shop	10
Anton Tamasankas	10- 7-1922	Flooring Plant	10
J. W. Walsh	10-11-1922	Roofing Plant	10
Antonio Unaley	10-17-1922	Box Shop	10
William Doyle	10-22-1922	Maintenance	10
William H. Donohue	10-23-1922	Box Shop	10
F. H. Bagley	10-23-1922	Flooring Sales	10
Andrew B. Center	10-25-1922	Box Shop	10
Martin Kane	10-27-1922	Paper Mill	10
Laura Farris	10- 6-1927	Main Office	5
John L. Cook	10-11-1927	Flooring Sales	5
Peter Wolent	10-13-1927	Power and Steam	5
Mary F. O'Donnell	10-15-1927	Box Shop	5
James Mulkern	10-25-1927	Paper Mill	5
Helen O'Kane	10-27-1927	Main Office	5
Edward B. Hutcheon	10-31-1927	Box Shop	5
Roland Johnson	10-31-1927	Paper Mill	5
Phillipsdale			
David S. Lowry	10- 5-1922	Office	10
Peter Teresska	10-24-1927	Plant	5
Chicago			
Thomas Henehan	10- 9-1922	Roofing Plant	10
John Kirkby	10-10-1927	Roofing Plant	5
Canada			
L. Paquet	10-20-1912	Pont Rouge	20
A. Lehouiller	10-21-1912	Pont Rouge	20
D. Pilon	10-14-1927	Montreal	5
J. Sauve	10-27-1927	Montreal	5
S. Julien	10-22-1927	Portneuf	5

The New Carton Sales Division

by
A. M. Claffee, Sales Manager

THE Bird Carton has an illustrious past. More than five hundred million cartons have been manufactured and shipped to points near and far in the last thirty years. We have a well grounded belief that its future can be equally bright, but conditions in the shoe carton industry, as in every other, have changed in recent years. Standards



The Shoe Carton Sales Department: The three girls are Mary H. Walsh, Ann Novick, and Katherine Dowling, and the men are Malcolm R. Haskell, A. M. Claffee, Sales Manager, and J. P. Dolan. It looks as if Mr. Claffee was keeping them all happy. Herbert Johnson is also a member of this department, but he was out of town when this picture was taken

have changed; the buying public has become style-conscious, and it is especially susceptible to a package modern and decorative in appearance, as well as sturdy in performance. Intensive development work has been and is necessary in order that the Bird Carton may be kept out in front of the crowd where its inherent merits give it the right to be.

The first of this year it was decided that the prospective benefits warranted making it possible for several individuals to concentrate their entire time and efforts on sale and promotion of the Bird Carton—hence the new Carton Sales Division.

The personnel of the new Division is as follows: Arthur M. Claffee, Sales Manager; Malcolm R. Haskell, Correspondent, John P. Dolan and Herbert G. Johnson, Salesmen. Mr. Johnson gives most of his time to Tack Boxes, Flower Pots, and allied items. The clerical force includes Miss M. H. Walsh, Miss K. A. Dowling, and Miss A. C. Novick.

Everybody works in Carton Sales. The work is largely creative and constructive. We don't say that we are confronted by new problems every

day. We like to think that we can see far enough ahead to build our structure in such a way that problems solve themselves before they become acute. We mean to keep one big jump ahead of our competitors and we all know that nothing can stop the Bird Carton.

Our present expansion is in the line of design printed boxes to be furnished to chain stores and jobbers who do a nation-wide business. This is our legitimate field. The whole Bird Carton proposition lends itself ideally to this kind of business.

In the course of a year the average production of Cartons is thirty million—or one hundred thousand per day! Our products are distributed mostly in New England, and to some extent in the Middle West and the South.

We make every size of shoe box, every color of shoe box, every design of shoe box that anybody else has ever made, and in addition, a lot of our own! Our limits of size are from the baby's first pair of booties to Carnera's number eighteen's; of color, whatever comes in printer's ink; of design, the best product of the artist.

When you see a superior shoe carton, look inside the lid—you are pretty sure to see printed there "Bird Carton."

30

BIRD CLUB STARTS ACTIVITIES

AT the annual meeting held at the Club House on September 9th, and the Council meeting the following Wednesday, plans for the coming year were laid and new officers and committee chairmen appointed.

By vote of the members H. S. Whitney and B. D. Rogers were re-elected Secretary and Treasurer, respectively, and the following men were elected to the Council: H. E. Davenport, W. A. Beaulieu, P. R. Allen, G. R. Wyman, and R. A. Wilkins.

At the Council meeting Harry N. Mann was chosen president for the coming year, and Benjamin R. Taylor, Vice-President. Chairmen of the various Committees, appointed by the President are as follows: Executive Committee, G. R. Wyman; Auditing, R. M. Springer; Entertainment, E. M. Grout; Membership, H. E. Davenport; Educational, E. H. Coleman; House Committee, E. M. Grout; Welfare, M. J. Hawkins, and Athletic, A. W. Smith.

It was voted to set the dues for the coming year at \$1.00 for the entire year, payable in quarterly installments if desired. This will greatly reduce the income of the Club and will mean a change in the type of entertainments to be offered. However, with the co-operation of the members, the Committee hopes to be able to present a full year of interesting and entertaining programs. Watch for further announcements.

IS YOUR NAME HERE?

THE list which follows gives the names of those men who have either three or four accepted suggestions to their credit already, and who by having only one or two more accepted will receive the Special Ten Dollar Award for Five Accepted Suggestions. If your name is here, a little extra effort will bring you this extra cash award—and if it is not here, perhaps you too can get on to this favored list, if you enter two or three good suggestions. It's worth a try!

ONLY ONE TO GO—

Four Accepted Suggestions

John Bache, EMM	John Lydon, FXR
Byard Bennett, FXR	Louis Majda, DFF
John Broadley, EMM	Charles Mutch, FXC
Felix Counter, FFR	Herman Nordstrom, DMP
Michael Cronin, DMP	Frank Nyborn, PML
Arthur Doderer, DMP	Nelson Phillips, FFP
Arthur Eppich, EMF	Euplio Puopolo, FXR
G. C. Fillmore, FFM	Darrell Richardson, DPJ
Peter Folan, DMT	Roy A. Smith, VS
Edward Geraghty, EMW	Michael Sylvester, FBP
James Ginley, FXG	Joseph Thomas, DMT
William Hall, EML	J. S. Walker, EMT
Edward Heaver, FXG	Lee Ward, FXW
Harold Hey, DPP	John White, FBM
Lewis Keddy, DMP	Albert Whitmore, FBV
Jesse B. King, EMM	George Wood, FFM

ONLY TWO TO GO—

Three Accepted Suggestions

Charles Anthony, DPP	Constanti Lewicki, FXG
Arthur Balduf, FBE	John Mattson, FBM
Mario Boragine, ERB	John Rasch, EMM
Gordon Clark, FFM	Oreste Saraca, DMB
Paul DeLaiarro, FBP	Oscar Saterdal, FBR
John Goonan, FXC	John Smith, FFN
James Hennessey, FFP	Ernest Stather, Sr., FXB
Thomas Horridge, DPM	Bruno Stravinsky, FXF
Fred C. Jonah, DFF	Mario Tomasetti, FBM
D. A. Jones, DMP	Domenic Treventi, FBP
Michael Kelly, ERB	William Urquhart, FXC
Edward Knaus, DMP	John W. Walsh, FBM
William Letts, FBQ	John Wilkes, FXB
	Steven Wilson, FFC

SUGGESTIONS

SEVEN suggestions were accepted at the meeting of the Committee on September 7th, 1932, two of them receiving \$10.00 awards. They are as follows:

Classified as showing a savings in manufacturing cost and given an award of \$10.00 each:

Rollers on Lid Machine	Byard Bennett, FXR
Babbit Blocks Instead of Wooden Blocks	Herman W. Lauble, FXC

Classified as of intangible value and given an award of \$5.00 each:

Reduce Trim on Stapled Cases	James H. Ginley, FXG
Guard Rail at Drain	Vincent Grudinsky, DMP4
Oil Gauge on 10 Ton Elevator	Tony Milus, FBM
Discontinue Printing Fourth Copy of Raw Stock Receiving Report No. 7611D	Charles E. Rafuse, EMS
Outlet Plug at Bench	William Urquhart, FXC

Herman Lauble, Combiners, was given a Special Award of \$10.00 for having had five suggestions accepted.

SOCCER TEAM BEGINS SEASON

by

Arthur McKenna

THE Soccer Team is making plans for another successful season. No games have been played to date, but the club is again entered in the Boston & District League.

Practically all of last year's regular players will be seen again in action, while Mac. Tennent, fullback, and Frank Doran, both ex-Needham stars will be newcomers to the team.

The signed players are: Harry Benson, Mac. Tennent, Hugh Farquhar, Jack Smith, James Wilson, Alex Russell, David Nicol, James Brown, Hugh Gardiner, Frank Doran, Walter McKenna, James Schuller and Jack McAllister.

Three games have already been scheduled, two of them at home: On September 25 we will meet St. Pius of Lynn at East Walpole; on October 2, Beacon A. C. of Everett at Everett; and October 9, Clan McGregor of Quincy at East Walpole.

Answers To Questions On Page 3

1. The baking process for undercoat takes about three hours.
2. Approximately 33 cars.
3. Water from the river is used.
4. Largely from Vermont and Pennsylvania, although special colors are sometimes obtained from other sections.
5. 175.



This is the famous Soccer Team which won the Curley Cup Championship for Bird & Son last Spring. Front Row, left to right: William McLauchlan, Manager; James Brown, outside right forward; Walter McKenna, sub.; William Stevenson, center forward; Charles Travers, inside left forward; John McAllister, outside left forward. Middle Row: Harry Sansom, sub.; James Wilson, center halfback; Joseph Marsh, sub. Back Row: John D. Smith, Captain, right halfback; Sidney Sansom, right fullback; Harry N. Benson, goalee; Hugh Farquhar, left fullback; Alexander Russell, left halfback, and Patrick Campbell, trainer. James Schuller is also a member of the team, but was not present when this picture was taken

BIRD'S NEPONSET REVIEW

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OCTOBER 1932

No. 10.

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In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Will

Good Business

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

P. H. Bailey R. C. Floyd B. H. Roberts B. D. Rogers

Editor, B. D. Rogers

Assistant Editor
E. M. Grout

Circulation Manager
A. S. Blaney

Printing Foreman, F. R. Meyer

A depression is a period when people are obliged to do
without things their forefathers never had.—J. S. Badcock.

THIS YEAR AND NEXT

FIRE Prevention and No-Accident Week, from
October 9th to 15th, is a yearly reminder for
us to stop and check up on our own records during
the past twelve months.

Certainly there are many things to which we
can look back with pride. Mr. Wyman's article
shows a very complete picture of our modern
fire-fighting and fire-preventing equipment and
organization; and as for our accident record, the
monthly bulletins show that they are better than
a year ago.

But having pride in what we have accomplished
does not mean that we can afford to be careless.
There is still room for improvement, especially
in reducing accidents. Being careful today means
being all the more careful tomorrow so that the
record won't be broken. Let us resolve to con-
centrate on the prevention of both fires and
accidents throughout our plants so that a year
from today we can show the world a still finer
record of safety.

TWO MONTHS' WORK —NOTHING TO SHOW

HOW would the average citizen like to work
61 days without any pay whatever?

The answer is that he wouldn't like it at all.
But that, in effect, is what he is doing. Sixty-one
days' work out of each year is required to pay
the cost of government. In 1924 it was 46 days,
and in 1913 about 25 days.

The ratio is constantly rising. Carried to the
inevitable conclusion, it means that in the not-
too distant future, the tax-payers will be working

for the taxeaters all the time, and for themselves
not at all. Every time a new bureau is created,
every time a new department comes into ex-
istence, a little more of the money we earn finds
its way into the Treasury. As President Hoover
has said, to continue on the tax road we are trav-
eling is to impoverish the nation.

LARGE ORDERS

THESE salesmen brought in the following large
orders between July 15 and September 15:

ROOFING DIVISION

M. H. Hubbard, Connecticut—195 squares of 3
in 1 Thick Butt Shingles for a new dealer.

J. B. Blandford, South Carolina—25 squares
Super 3 in 1 Strips Thick Butt Emerald specified
by one home builder later brought in a carload
order. 35 Squares Special Hex Twins Emerald.

L. D. Jenkins, Maine—20 squares Multi-Bric
Siding, new buff; 170 squares Neponset Double
Twins; a carload order, including 150 square sold
under severe competition.

P. E. Vrooman, Georgia—270 squares Im-
proved Twin Locks and a mixed car including
12,000 square feet of American Wall Board.

E. J. Casey, South Eastern New York—15
Squares Giant Individuals and 40 Squares Super
3 in 1 Strip Thick Butts Emerald. He writes that
the Expando truck was a great help in securing
these orders.

William Sline, Middlesex and Essex counties in
Massachusetts—70 Squares Custom Built Shin-
gles, ragged edge, red.

J. C. Donnelly, Special Salesman—5000 lbs.
Plastic Cement for a new building in Boston.

A. H. Brooker, North Carolina—22 squares
Custom Built Ragged Edge Slate Blende.

R. P. Roberts, Central New York—70 squares
Proslate Roofing.

J. H. Van Hoy, Florida—140 squares 65#
Waterdyke.

FLOORING DIVISION

Stanley Blackmer, Kentucky and Southern
Ohio—two and a half mixed cars and a car of
Rug Cushion.

W. J. Miller, Georgia—a car of Floor Covering.

J. M. Kellam, Tennessee—three mixed cars of
Floor Covering.

G. B. Cocke, Virginia and North Carolina—
two and one-half cars of Floor Covering.

Ira C. Post, Eastern New York—one truckload
and one carload.

B. L. Sears, West Virginia—one-third of a car
for a new jobber.

J. R. Maraist, Boston—one car of Lining Felt.

BOX DIVISION

Arthur Bushell, two carloads for brass and
hardware manufacturers.

H. B. Fuller, 10,000 cases for Parowax, and a carload or more for thread.

Edward Holmes, a carload for canned goods and 10,000 cases for vacuum cleaners.

William Lenigan, a carload for shipping macaroni.

J. B. Maguire, two cars for sugar, and one car for butter shipments.

H. B. Mason, five cars (from contract) for soap.

James Stanton, one carload for printed paper blanks.

Robert Abbott, a carload for a toy manufacturer and a carload of solid fibre for shipping go-carts.

30-

COLD VACCINES

COLD Vaccines are to be given again this year through our Emergency Hospital to those that wish them. During the past few years many employees have found these vaccines invaluable in keeping them free from colds during the winter months.

All those interested are asked to see Miss Chandler at the Hospital immediately and make arrangements for weekly appointments to take the treatments.

Make your arrangements as soon as possible. The quicker you start taking the vaccines, the better it will be for your health this winter.

30-

LIBRARY NOTES

by
A. S. Blaney, Librarian

"'Tis education forms the common mind;
Just as the twig is bent, the tree's inclined."

Pope

EDUCATION is a profitable investment requiring little monetary capital in comparison with the returns it may yield when studies adapted to individual requirements are pursued with avidity.

Undoubtedly a larger number of men and women employed during the day will carry on their studies this year, owing to the shorter hours of industry. Daytime class work will prove a distinct advantage over the evening hour when application after working is more or less difficult. Boston University offers special advantages in their Saturday classes, and the Prospect Union Educational Exchange has compiled a pamphlet showing a selected list of the day and evening classes and home study courses in a vast variety of subjects. Both booklets are available in the library.

The harvest of the garden may not all have been disposed of, so that housekeepers may still have use for some reliable methods and new hints of conservation as given in "Food Preservation

Recipes" issued by the Massachusetts Extension College.

"Barretts of Wimpole Street"—Besier—This play so popular last winter will have many readers who are interested in incidents in the love story of this gifted couple.

"The Days I Knew"—an autobiography of the famous beauty and English Actress, Lillie Langtry. Her charming personality brought her in close contact with the high lights of English society, professionals and statesmen of her time. The fascination of the woman is reflected in her writing.

"Women who Make Our Novels"—Overton—Short discussions of the books of some of the most well known living American novelists.

"Foot-Loose in the West"—Finger—The story of a vagabond journey through Colorado, California, other western states and the West Coast of Canada. It is a most interesting description of such sights as the Cave of the Winds, Pike's Peak, Echo Lake, The Redwoods, and Lake Louise, inspiring the traveler to follow his course, and in a measure satisfying those who most gain their impression of these regions solely through description.

Nicolantonio Puopolo of the Rug Finishing Department raised a "tomato to what was a tomato" this summer in his garden. Here is Nick exhibiting it proudly. It weighed over two and a half pounds



Fiction:

Young Revolutionist
Rivers of Damascus
Hatter's Castle
Old Wine and New
Captain Archer's Daughter
Magnificent Obsession
Dawn O'Hara
Treasure Royal
Out of the Ruins
The Dark Horse
Eyelids of the Morn
Grave Fairy Tale
The Fountain
Death on the Mountain
Walker of the Secret Service
Rachael Moon
Lively Lady
Mud Lark
Brothers
Mary's Neck
Man at the Carlton

Buck
Byrne
Cronin
Deeping
Deland
Douglas
Ferber
Garrett
Gibbs
Grant
Johnston
Meynall
Morgan
Ogburn
Post
Rea
Roberts
Stringer
Strong
Tarkington
Wallace



As Walpole's Walter Winchell would say, "O. Kay, Drafting Room!"

Notes From Plants and Offices

MAIN OFFICE AND SALES

Alice Clem
Ida Milesky
Sabina Costello
O. C. Turkington
Elizabeth Lawson
John Andrews

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich
Alice Fales
Ruth Milliken

Ada Zeller of the Stenographic Department, left the employ of Bird & Son on August 26 to be married in the very near future. We wish you the best of luck and happiness, Ada.

The following is a list of places visited by the girls of the Stenographic Department on their summer vacations:

Anne Mahoney—Onset
Marjorie Cobb—Harwichport
Margaret Sheehan—Onset
Gertrude Macdonald—Barnstable



Eleanor Whitehead, Gladys Anderson and Ludwig Anderson with a party of friends, taken on the Canal trip in Sweden this last summer. Eleanor Whitehead is the girl on the right, and Ludwig Anderson of the Maintenance Department is the one seated on the left

Helena White—Fieldstone
Connie Civalé—New York and Philadelphia
Martha Clem—Onset
Peg Corcoran—New York City
Eleanor Whitehead—Sweden, England and Scotland
Agnes Flood—Brant Rock
Alice Conley—Scranton, Penn.
Ruth Milliken—Camden, Maine

Leo Salonen has been going around looking very dejected, lately. He says its because of a certain girl. Cheer up, Leo, there's another one somewhere for you.

Yes, Connie Civalé has gone and done it. She has carried out that age-old threat. What?—Why bobbed her long, brown tresses. It's quite all right, Connie, we like it very much.

The Stenographic Department welcomes Louise Percy and Gertrude Brady. We hope you enjoy working with us.

William Walker, Assistant to Mr. Floyd, was married on Saturday, September 24th to Miss Beatrice Halstead Piser of Waban. They will reside on Cottage Street, Norwood. Congratulations and good luck!

Miss Blaney found an interesting reading list in the Library files recently. It was signed by Charles Farrell, Age 11, Walpole High School—and the only book checked as having been read was Jack London's "Call of the Wild." In spite of this, it appears that Charlie later decided to heed the "Call of the Movies" instead of the Call of the Wild!

Helen Walsh has recently returned from Lake Sunapee where she spent a part of her vacation.

Margaret Downing was given a surprise party at her home the other evening. Several of her friends from Bird & Son were in attendance to welcome her home from Europe and to wish her success in her life in the convent which she recently entered.

Hilda Rafuse and her mother motored to Canada where they spent a week exploring the wilds of Quebec.

Andrew Farrar, formerly one of our messengers, is home on his first leave from the Navy. He is looking fine and enjoys Navy life immensely.

Rose Silverman decided to make use of her recently obtained driving license, so she very condescendingly took "Pat" McDonald and Mabel LaFreniere out joy riding one night. We won't say a word about what took place, but when Pat and Mabel came home they had a decided increase made in their life insurance.

Mr. and Mrs. R. V. Garner are the proud parents of a baby girl born August 20th.

Kay Broderick, Hannah Flavin, Antonia Dornig and "Chick" Campbell have all returned to work after their vacations.

We are all glad to have John Puckey back with us. John has been working in the New York office for five weeks.

Mr. and Mrs. Wylie MacIvor spent two weeks' vacation cruising the St. Lawrence River and climbing in the Adirondacks. They also visited the Thousand Islands.

Olivine Tetreault, Ann Kelliher and Helen Curran are back to work after spending their vacations on the Cape.

"Tony" Dornig believes in the saying, "It never rains but it pours." She was tendered miscellaneous showers at her home on consecutive evenings, September 20 and 21.

We hear Olivine Tetreault going around singing "Hi Di Hi and Ho Di Ho," and we are wondering why she got so musical all of a sudden.

Anna Smith and Pauline Rafuse spent two eventful weeks touring Canada and visiting friends there.

Isabel Faunce is quietly enjoying a vacation at Brant Rock with her family.

Hal Doherty recently enjoyed a fine vacation in the White Mountains.

Congratulations to May Morrill, our chief telephone operator, who is sporting a diamond, presented to her by John Roach of Newark, New Jersey. The engagement was announced about a month ago.

Margaret R. Poff, Purchasing Department, is now Mrs. V. J. Bennett, if you please—married on September 14, 1932 in the St. Peter's Episcopal Church, Albany, New York. Congratulations, and best wishes! Upon leaving Bird & Son, she will make her home at 1376 Commonwealth Avenue, Boston.

PAPER MILLS

East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
John H. Maguire
Fred Jonah

Edward Geraghty
Charles Rafuse
Sophie Novick
John F. Burke
Mary Driscoll
Mario Boragine

Jack Dower has returned from a vacation spent at Hough's Neck.

We wonder if Jack Broadley is thinking of taking up golf. He's been seen around the golf course a lot lately.

Congratulations to Perley Mudgett who was married on September 10th to Miss Vida Eleanor Nickerson at Hampden Highlands, Maine. Mrs. Mudgett graduated from Hampden Academy, and Castine Normal School, and has taken special courses at the University of Maine. She has taught one year at Hampden and the past two years at Winterport High School. Mr. and Mrs. Mudgett will be at home after October 1st on Elm Street, Walpole.

Ruth Koch spent a week at Old Orchard, Maine.

Frank LaCivita is back on the job after a vacation spent in Maine.

Fred Duncan spent his vacation touring Nova Scotia, Jack Maitland at Winthrop, and Halburton Dobbins, in Maine.

Francis Bannon has been burning up the road between here and the Cape in his usual summer fashion.

Mr. Lines and his family spent a pleasant vacation in Stowe, Vermont.

Mr. Graham vacationed at Chatham.

Everett Brennan is the new horseshoe champ noontimes, but we don't know what he'll do if someone ever cuts down the spruce tree.

Ed Geraghty is back from seeing the sights of New York.

Bob Hood claims he made a hole in one, recently, but the boys seem to think it was the water hole.

Wilbur Fay and Arthur Eppich are honest fishermen. No fish reported after a week end at the Connecticut Lakes.

We wonder why Tom Burns is burning the midnight oil! Reports are, it's a short wave radio—he claims he expects to get New Zealand. Here's wishing you luck, Tom.

Ralph Wilkins spent his vacation in Maine.

Bartley Foley has a new "piper" in his family, congratulations.

The office tells us that we are now connected up with the Metropolitan Sewer system. The connection at the Norwood plants was made on September 2, and at East Walpole on September 6. This completes, as far as Bird & Son is concerned, the big job that was started over a year ago.

We are surely sorry to hear about B. H. Roberts' bad luck. On September 18th he had the misfortune to trip and fall down a flight of stairs at his home, rupturing a tendon at his knee. It necessitated an operation at the Norwood Hospital, and will keep him off his feet for several weeks.

We wonder what Henry Treen finds so interesting in South Norwood these fine evenings. What is it, Henry?

Pat O'Donnell wants to know what Love is. Can anyone give him a good definition of that popular word?

Jack DeCosta is enjoying two weeks' vacation jumping from Canada to Virginia and back again.

If there is anyone who would like to learn the secret of raising a brush on the upper lip, ask Francis Howe. He knows how and then some!

Louis Maida has a wonderful offer in cars. Anyone wishing to buy a first class Chevy see Louis. There is only one thing wrong with it—it won't run.

Phillipsdale, R. I., Mill

Rexford H. Salisbury

David S. Lowry

John H. Nolan

Leslie E. Howard

The Rhode Island Ice Company is making a new road which will allow those living in Phillipsdale and Rumford to sleep five minutes longer in the morning.

Several men had peculiar experiences in the storm. Henry Cameron had to drive almost to Providence in order to get to work. Livingston almost gave up trying to start his car. Manuel Oliver decided to walk home since his Flivver was



Henry Dowdie, homeward bound on the S.S. Tuscania in the Clyde River, Scotland

outside all day long. Fergus Christie almost gave up even though his car was parked in the garage all day. Herb Black hasn't got over yet his walk to the car.

Ed. Kelly is pitching the rubber horseshoes at Davis Park in Providence. This is the first time that we knew he was a farmer.

Willie Banks spent his vacation in Green Hill, Rhode Island.

Ed Roy has moved back to the Darlington section of Pawtucket.

George Hawley and Johnnie Nolan have a couple of pet peach trees and recently they decided to pick the peaches but alas when they went there the peach trees were bare. It is said Pat Broderick picked them when green and put them up on the roof to ripen. Broderick still insists they were wonderful peaches.

Since the last issue of the Review Clarence Pierson has moved again. He still holds the record here at Phillipsdale, probably the National record.

Joseph Perry has a new son born Wednesday, Septem-



Jean Blanche Duquette, aged 5 months, enjoying her first summer. Her father, William Duquette, works in the Printing Department

ber 14, weighing fourteen pounds. The child's name is David Enos Perry.

Harold Hey has bought a new Chevrolet truck for his farm. He also intends to use it as a portable saw mill.

Bus Richardson was touring the wilds of New Hampshire over Labor Day and whom should he meet but Joseph Silvia out sight-seeing.

BOX FACTORIES

East Walpole, Mass.,

No. 1 Box Shop

Lena Paduck

John P. Walsh

Ralph Watson

Ralph Farris

Henry Dowdie returned from a ten weeks' tour of the British Isles and France. He reports a very interesting trip.

It has been reported that Peter Flaherty and James Salmon were seen wandering around a field in the Mountain Avenue district of Norwood at 2 o'clock one morning. We would like an explanation from either Jim or Peter!

Patrick Sylvester spent his vacation in Vermont this year. He claims to have driven the old Chevy all the way. We hope that you didn't do as was reported you did last year, Pat, that is, park your car in Boston and travel the rest of the way by train, and then say you drove up.

Richard Sprague and family journeyed to Bangor, Me., over a recent week end.

John Locke spent his vacation in Maine this year. He reports a wonderful view of the eclipse.

No. 2 Box Shop

Edward Scanlon

Martha McLauchlan

Frank Eisenhauer

Edward Gronroos

Alma Walsh

Anna Duffy

Eino Heikkila has forsaken the Bachelor Club. Someone told him that two could live as cheaply as one, so on September 3rd, he joined the ranks of benedicts and married Miss Virginia Mondean of Rockland, Maine.

Frank Eisenhauer used to take up wrestling in his spare

moments, but gave it up after getting a black eye that marred his manly countenance. Now he is going strong for golf. Stick to it, Frank. You'll win yet.

Fannie Murphy enjoyed her two weeks' vacation, going places and doing things. We all think she gained weight, so the life she led must agree with her.

The hot weather and Ernest Stather just don't seem to get along together these days. He is looking for snow already.

The "Blessed Event" has arrived for Tony Montisano. The stork visited his home on September 12th, and left a 7½ lb. baby girl. Congratulations, Tony!

Alma Walsh sees plenty these moonlight nights along Pleasant Street and various other places.

Elmer Bursley is back from his vacation with a wonderful coat of tan.

Sea Food has made a hit with Mary McKinnon this year. Every Monday she tries to make our mouths water by telling about her shore dinners—Oysters, Clams, Lobster, and Scallops and everything that goes with 'em.

Adolph Sickinger is back with the gang in the Flower Pot Division, after being out ill for five weeks.

Have you ever met our genial pressman on a Sunday afternoon, dressed up in his white flannels. Some class to Frank Eisenhower then!

The Blue Moon still attracts Mary O'Donnell. She reports a wonderful week end.

Everyone in the Printing Department is back from vacation, and some look fairly good while some don't look so "hot." Now that they have their summer coats of tan, they have the problem of trying to get rid of it for the winter.

Dusty Anderson spent another week end in New York. What is the attraction in the Big City.

The No. 2 Box Shop Gang thoroughly enjoy deep sea fishing—And How! "The deeper the better" is their motto. When they go on these trips they split up into three groups. The first group are the real fishermen who go to see how many they can catch. The second group go to get away from the noises of the big city. They lie around on the deck and sleep and sun themselves like a bunch of seals. The third group don't go to catch the fish, they go to feed them! Each group has a captain and they are as follows: Group 1, Lawrence Hubbard; Group 2, James Dine; and Tony Montisano, Group 3.

ROOFING MILLS AND OFFICE Norwood, Mass., Mill

*William Bothwell
Stanley Phillips*

Edward Hiller

*John White
Walter Cyr*

Milton Beasley reports having had a very enjoyable vacation. What with the pleasures had in the embracing waters of Falmouth, the invigorating and tonic-like air of the White Mountains and a special excursion to see the total eclipse of the sun, why not?

A platinum blonde with a delightfully tanned face always looks so smart and distinctive. Take a look at Ray Call and see for yourself.

Jimmy Weir states that the study of art is the most noteworthy and praise-worthy career known to him. We agree Jim, let's see those pictures after you get through!

Ralph Kemp tried to stage a championship tennis form comeback, not so long ago, but was crushed to utter oblivion by one of the youngest members of the Roofing Lab.

Warren Kumblad says that he spent a very happy week end at Mt. Holyoke whacking a little golf ball around the famous Mt. Holyoke golf course. We wonder if it was always the golf ball that was hit, didn't the turf suffer too?

Pompey LaCivita and John Eppich have many a debate on various subjects. One noon Pompey claimed that there wasn't anything better in the world than a slab of bread dipped in blood-red wine. John of course contradicted this statement and said that nothing could beat a glass of sparkling amber beer with pretzels. The argument ran on into the day, but

give us either combination and we'll be satisfied.

Silence reigns on the front down here. Ed Hiller got rid of his noisy Essex for a quieter species.

Burton Arthur has left us to go back to Dartmouth College. Good luck, Burton.

Tom Smith has joined the lazy gang. No wood to chop and no ashes to lug. He has installed an oil burner and will now vacation this winter.

Peter Taggart has gone into the duck business we understand.

We understand Stan Phillips is in some stringing racket. How's business, Stan.

Coleman Foley has a new Jennette, of course we mean Bicycle, to ride to work on nowadays.

Hard luck in large quantities fell at the Roofing Mill during September, Stanley Alukonis and Joseph Geraghty getting bad hand burns, and Silvio Tronti receiving a badly cut hand.

FLOORING MILL AND OFFICE Norwood, Mass. Plant

*John S. Smith
Tom Rogers
Arthur Cripps*

*Charles Miller
Lester Evans
Laurence Gammell*

James Hanley came back to work greatly refreshed after an extensive tour of the New England states. With no small effort he was able to find the Old Man of the Mountains, the Atlantic Ocean, and Providence, R. I.

Antonio Cregnalo, Win Schaier, Lawrence Gammell, Walter Cleveland, Martin Green and Silvi Tronti have been temporarily transferred to Roofing Shipping.

Elton Hamilton has left for one week's vacation, spending it in Eastport, Maine.

Kaino Paajanen has returned to work after two weeks' vacation.

Silvio Tronti is still out with an injured hand. He reports that it is healing up fine.

The Undercoat Department has the only snake charmer at the Flooring Mill! Anyone passing the ageing room a few days back would have seen two snakes being trained by James Porter. But he let them go. He says because of the depression food was scarce.

Elton Hamilton has been chosen to serve on the Grand Jury.

Joseph LeBlanc reported having a nice time down East while on his vacation.



Oh Boy is this water good! These are the three children of Elton Hamilton, Flooring Plant. Martha is the one on the right, and the other two, Christine and Mary are twins

Wilma Reardon left us last month and is now busy with preparations for her marriage to Jack Bradley of the Research Laboratory, which is to take place early in October. Congratulations to them both, and the best of luck!

Jim Hanley observes that there is a hornet's nest big enough to house the Graf Zeppelin down in the yard where the waste broke is stored, and he says that the hornets must be getting their roofing early this year before prices advance!

CHICAGO MILL AND OFFICE

Flooring Division

V. D. Szukalla

Gladys L. Davis

If prizes were being awarded for sun tans in the office, Ida would rank highest. She was so dark when she returned from her vacation that with a white hat on, her face looked like a blackberry in a pan of milk. A study in black and white, as it were.

Don't you care, Helen, maybe next year you can be "Mammy's little coal black Rose." Helen spent her vacation golfing, swimming, following the horses, "eggs etra."

Mary Mac returned after a restful two weeks spent at her folks' summer home on the Fox River. She surprised us by having an in-between haircut (in between a bob and long hair).

Virginia spent a very enjoyable vacation at Delevan Lake, Wisconsin, with a friend, Mary Miller, whom some of you know. Virg tells us she fell out of a boat into the lake. My, My, My! You never know what these blondes will do!

Apparently Duke Perrizo has discovered a new way to advertise birds. Ain't nature grand? For particulars, see the Sales Service Manager. Why not put that in the suggestion box, Duke?

Both Gene Moore and George Groendyke visited the Chicago office during September. An interesting ping pong match (especially to Mr. Tyson) took place while Gene was in, between Hanna-Perrizo vs. Moore-Ternus.

We have found a fire-scoutess in our midst; namely, Marge Thompson. She discovered and helped extinguish a blaze which started on the porch above their apartment. Congratulations, Marge!

Harold Altman has been asking for circulars, etc. on gold fish plating. Can anyone help him out? Perhaps you can suggest a polish.

Ann Dillenberger claims if you see the world beating a well-worn track to anybody's door way back in the woods these days, it's a cinch it isn't mouse traps the fellow is making better than anybody else.

P. S. MacGregor has been in our midst for several days. He is "learning the ropes" on roofing, which products he will handle in conjunction with floor covering.

We received the following memorandum dated July 27 from C. B. Miller of Los Angeles:

"I noticed in a recent bulletin that some envied Mr. Tyson because he spent about ten days on the West Coast. Well, you needn't, because it will hardly take some of you any longer to get out here than it does now on a Chicago street car from one end of the city to the mill at 76th Street. So plan your trip and hurry. If I haven't said enough, then the Souvenir Edition of the Xth Olympiad which I mailed in to the Chicago office should make all of you envy the West Coast—and still, the closest I may get to any of the events may be the screen in a movie theater."

Roofing Division

C. J. Perrizo

John Matcha

Dell F. Lydon

The last we saw of Frieda Leonhard she was headed for points east, including Washington and New York. We hope she will enjoy every minute of her trip and that her good behavior will do much to restore the good name of Chicago in the minds of the eastern people.

We are glad to welcome Irene Kelly who is pinch-hitting for Frieda.

Duke Perrizo and Glenn Young have been on their vacations for the past two weeks. Duke reported having a good time, but not a word did we get from Glenn. How could you treat us so Glenn?

Al Bohenger has added a plaid jacket to his winter wardrobe but we'll wager the blue sweater will make its appearance as the season advances.

We extend our sympathy to the family of Jim Bartlett, formerly of our Traffic Department, who passed away at his home on September 10th after a long illness.

If guns and ammunition will do the trick for Bob Brebach we may have a "duck" dinner this fall. Hope we won't be disappointed.

Marshall Meyer is wearing a lovely new novelty in the form of a copper bracelet which he says is a sure cure for rheumatism. Suppose a copper anklet would be in order if the foot happens to be the offending member? For further information call or write Mr. Meyer.



Two of Chicago's Horseshoe Champs—John Matcha and Ernest Grosscup. We understand that this is the way the boys get their exercise and keep thin!

Mr. Wilson and his three boys motored west for their vacations during the latter part of August. Mr. Wilson is now in Kansas.

Our sympathy is also extended to Mr. A. M. Dobbins, whose wife passed away on September 11th after an operation for appendicitis.

Marge McNay of the Sales Department is spending her vacation traveling with her father George R. McNay, who represents Bird & Son in northern Indiana and a part of Ohio.

Lillian Knight, Sales Service Department, spent her vacation in South Bend, Indiana, and from every indication she had a good rest. The work of getting out the new catalogues, however, immediately upon her return, played havoc with those few extra ounces of weight gained.

B. J. Overholt has recently fallen heir to an old house in a small town down state, and it turned out to be full of interesting things. He brought over to the office several old paper bills, dated 1847, 1851, etc. and some old letters, some of which had been carried by the pony express, long before rail mail service was in existence.

The patter of tiny feet was heard from the head of the stair. Mrs. Smythe raised her hand, warning the members of her bridge club to be silent.

"Hush," she said softly. "The children are going to deliver their good night message. It always gives me a feeling of reverence to hear them. Listen!"

"Mama," came the message in a shrill whisper, "Willie found a bedbug!"

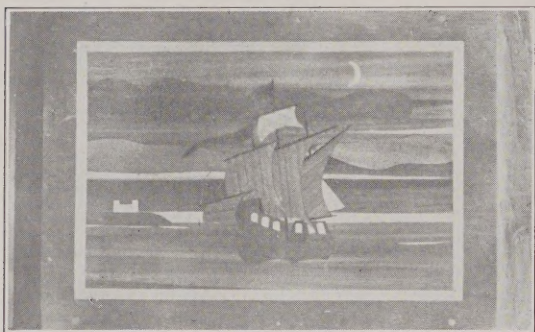
"Would you rather give up wine or women?"

"That depends on the vintage."

DAN ROSS MAKES PICTURES WITH WOOD

IF I only had some *real* wood I could show you some inlay work that would knock your eyes out!" said Dan Ross the other day, as he exhibited his latest bit of inlay—a bay wood sailing ship, with sails of birch, and ebony masts. "Now that's all right for the woods I have to work with, but boy, what a job I could do with some of those rare woods from Africa and South America!"

Donald (Dan) Ross works in the Block Room at the Flooring Plant, and every noon hour finds him busy at his favorite hobby, wood carving and inlay work. Ever since he was a boy in Sydney, Nova Scotia, he has "ridden" this hobby of cutting, carving and polishing all kinds and colors of wood into beautiful boxes. In recent



The inlaid cover to the latest jewel box made by Dan Ross. In this there are seven different kinds of wood besides mother-of-pearl and ivory, all carefully set in by hand.

years he has made more than sixteen inlaid jewelry boxes, all of them with covers of intricate designs—sailing ships, baskets of flowers, garlands, and elaborate inlaid initials. Each piece has to be painstakingly cut out and fitted exactly into the strip of wood which forms the background. He uses a special glue to hold the pieces, and when the last piece is in place, polishes and shellacs the box until it is as smooth as satin. You can scarcely feel at all the joints where the pieces have been fitted together. Dan is a real artist. He doesn't care how long it takes to finish a job, but it's got to be *right* when it's done.

He says his biggest difficulty is in finding the wood to work with. Old tables, broken bits of furniture, and stray sticks of valuable wood are all grist when they come to his mill. By clever use of even the more common woods, he can make a picture which is as colorful as a painting. The picture on this page is of his latest box, which has not been completed yet. It is a beauty. In it there are seven different kinds of wood, and several pieces of mother of pearl and ivory. The box itself is of black walnut, the white border, maple; the sea and clouds, white wood (notice how the discolorations have been used to form the clouds and the horizon); the ship's hull is bay

wood, the flags of rosewood; the masts and spars of ebony; the sails, birch; the windows, mother of pearl, and the moon and the house on the shore, ivory. It is a wonderful piece of work and we envy the one who gets it.

Dan says he doesn't make any of this work to sell. It is just for gifts for his own family and friends. He has at his house now four or five very fine boxes which he has made, but these, he says, don't begin to compare with some of the beautiful ones he has given away, and then he adds: "But if I could only get hold of some *real* wood, then I'd show you some inlays that would beat these all to hollow!"

TWO EMPLOYEES LOST TIME IN SEPTEMBER

SINCE the last issue of the *Review* went to press there have been three lost-time accidents in our plants, two of them occurring in September, and the other on August 26th.

The August accident happened at the Roofing Mill to Silvio Tronti of the Flooring Undercoat Department, who had been temporarily transferred to Roofing Shipping. As he finished his lunch on August 26th, and got up to return his empty milk bottle, he lost his balance, knocked the empty bottle to the floor, and fell, cutting the palm of his right hand.

On September 12th another peculiar accident happened at the Roofing Mill. The felt had broken in the saturator, and Stanley Alukonis was reaching in to help pick up the felt when his arm slipped and his left hand and wrist plunged into the hot saturation. All men on this job wear special gloves for protection, but Alukonis' arm went into the saturation to a point above the glove, filling up the glove and burning his whole hand severely.

George Wood, Flooring Maintenance foreman, is out losing time as the result of an accident which occurred back in February, 1930. At that time he strained his left wrist while removing some material from an elevator well. It apparently healed, but this summer his wrist became swollen and tender. An X-ray investigation showed that it was necessary to have a slight operation and on September 19th he left work.

All three of these accident cases are still losing time.

The hostess was pressing her guests to provide entertainment.

"Is there any instrument you can play, Mr. Jenkins?" she asked.

"Not away from home," he replied.

"What do you play at home?" she inquired.

"Second fiddle," Jenkins murmured solemnly.

Mike—Did ye ever speak before a large audience, Pat?

Pat—Fairly large, I did.

Mike—An' what did you say?

Pat—Not guilty.

VACATIONS IN EUROPE

TWO girls from our Stenographic Department and two men from our mills have had the thrill of a vacation in Europe this past summer. Eleanor Whitehead visited England and Sweden, Louise Percy traveled in England, France, Switzerland, Germany, and Belgium; Ludwig Anderson of the Maintenance Department, in Sweden; and Henry Dowdie, No. 1 Box Shop, in the British Isles and on the Continent.

Miss Whitehead and Gladys Anderson, daughter of Ludwig Anderson, Machine Shop, sailed from New York on July 2nd aboard the S.S. Gripsholm. They first landed in Sweden, visiting Stockholm and taking the famous trip through the Gota Canal to Gothenberg. Then they went to England, stopping there at London, Manchester, and Bretton Green, Scotland. The return trip to this country was made on the same boat, sailing from Sweden on August 20th.

Miss Percy went with a party of six friends, leaving New York on the new motor ship S.S. Georgic on July 9th. They landed at Liverpool and visited at Edinborough and London, going from there to Havre, France, then up to Paris, and from Paris to Switzerland. In Switzerland they stopped at Interlaken and Lake Lucerne, going on from there to Heidelberg, Germany, and Frankfort. From Frankfort they took the boat trip on the Rhine to Cologne and from there they went to Brussels in Belgium, then back to Paris and Havre, sailing for America on August 9th aboard the S.S. Minnewaski.

Both girls have glowing accounts of their trips and are envied by the whole office.

Mr. Anderson traveled over and back with his daughter and Eleanor Whitehead, but spent all of his time in Sweden, particularly around Gothenberg, visiting relatives. He also took the canal trip from Stockholm to Gothenberg.

Mr. Dowdie left Boston June 26th on the Cameronia, arriving in Glasgow July 4th. He spent some time first in Scotland visiting his mother in Glasgow, and going to Loch Lomond. On leaving Scotland he went first to London, Portsmouth, and Southsea, and then on to France, visiting Paris, Ruon and Amiens. Coming back to England he traveled through the Midlands and the Lake region, through Scotland and over to Belfast, Ireland. In Ireland he visited in County Down and spent four days in Dublin. He finally returned to Scotland for another lengthy visit at his old home before sailing back to America on the S.S. Tuscania. He arrived back here on Sunday, September 4th. Henry says he has found the ideal vacation, and he is going to make the trip again before many years go by.

GOLF NEWS

by
A. W. Smith

THE vacation period has crippled the second half so much that only half of the matches have been played. Because of this condition, the closing date of the League has been extended to October 16th. Should any of the matches remain unplayed by this date, they will be called off and only those teams having completed five or more matches will be eligible to win the half.

The Purchasing Department, after winning the first half, is apparently taking things easy—waiting for the winner of the second half. The winners of the halves will play an eighteen hole



Louise Percy and her group of friends wearing their preservers after drill on board the S.S. Georgic. Miss Percy is in the front row on the extreme right

match for the Bird & Son, inc. Golf Championship.

At this time it is impossible to prophesy as to which team may win this half. The teams are so evenly matched that many of the matches are not decided until the final hole.

The standing of the teams is as follows:

Team	Won	Lost	Per Cent
Roofing.....	6	0	1000
Main Mill.....	4	2	.667
Labor Bureau.....	10	5	.667
Flooring.....	5	4	.556
Advertising.....	1	2	.333
Purchasing.....	3½	8½	.291
Roofing Sales.....	½	2½	.167
Box Sales.....	0	6	.000

TEN GOOD HEALTH RULES

Eat less—chew more.
Ride less—walk more.
Clothe less—bathe more.
Worry less—work more.
Idle less—play more.
Talk less—think more.
Go less—sleep more.
Waste less—give more.
Scold less—laugh more.
Preach less—practice more.

(Strathmore Press).

BASEBALL TEAM NEARS END OF GOOD SEASON

by
Ernest W. Oakes, Manager

WE have now practically completed our Baseball Schedule for 1932. Only the big "Two out of Three Games Series" with Norwood remains, the first game of which is to be played at Norwood on September 25th.

The team has had a very successful season. At the present writing they have won 27 and lost 9, for an average of .750.

The majority of games were played at East Walpole and provided excellent entertainment to the team's supporters.



Bird & Son Baseball Team as they lined up against the Dennison A. A. on Saturday, September 17th. Standing, left to right: E. W. Oakes, Manager; Joseph Jarlis, Howard White, Captain; Robert Graney, George Bader. Front Row: Frank Milliken, Leon Zinkowsky, William Murphy, John Dixon, and Stanton Slavin

The complete roster of players during the summer is: Leon Smelstor, William Murphy, John Dixon, Stanton Slavin, Howard White, Roy Walton, Ernest Zinkowski, Joseph Smelstor, Jack Bradley, William Sline, Ernest Oakes, Dave Bowles, Ralph Hall, and the school boy wonder, Leon Zinkowski, whose only two defeats were eleven inning contests.

Visitors at Our Plants During August and September

East Walpole and Norwood Plants

Messrs. Samuel Scott and Allie Girard from Henry F. Michell Co., Philadelphia.

Chicago Plant and Office

Mr. H. A. Brown, Shepard Lumber Co., Waterloo, Iowa.
F. H. Carter, A. Odenwalder & Co., Ottumwa, Iowa.
L. L. Schneider, Loetscher & Burch Co., Des Moines, Ia.
H. M. Clark—Salesman.
M. D. Micklin and B. Hershorn of the Micklin Lumber Co., Omaha, Nebr.
P. S. MacGregor—Salesman.
Mr. Bugher, Kokomo Roofing Co., Kokomo, Indiana.

THE OLD BALL GAME SEPTEMBER 10, 1932

by
Frank Sutherland

THE following old and young men at the Flooring Plant decided they had stood this so called depression as long as possible. What better way was there to end it, than a ball game!

And what a game! It was staged at the East Walpole field on Saturday morning, September 10th and the World Series had nothing on us. Home runs, triple strike outs and what not. The final score was Sword's Team, 17; Phillips' Team, 10.

It was a fine get together and the total expense (get that) was two dollars—a lot of fun for 10c each.

The Line Up was as follows:

Sword's Team: Walter Sword, pitcher; Sam Kelley, catcher; William Wosner, first base (robbed of a home run!); Everett Rockwood, second base; Steven Wilson, shortstop and right field; John Eppich, third base; George Johnson, right field and short stop; Joseph Stepanovich, center field; Tom Rogers, left field.

Phillips' Team: Arthur Bent, pitcher and first baseman—(Bent was the batting star, getting 3 triples and a home run); Clarence Phillips, catcher; Frank Sutherland, first base and pitcher; Matthew Fyfe, first base and pitcher; Lyman Small, second base; Gerald Hart, third base; Ralph Nutter, right field; Harold Hale, center field; Hugh Rogers, left field, and Roy Young, shortstop.

Eighteen other rooters and substitutes were there, and everyone voted the day a success.

SAFETY ON THE STREET

WITH months of bad winter driving ahead of us, it is well for us all to check up on ourselves and recall a few simple pedestrian rules suggested by the National Safety Council.

Do you ALWAYS:

1. Cross at intersections only, and use only the crosswalks? It is sometimes inconvenient, but it is much safer.
2. Exercise judgment whenever you cross the street? Stop, look, and THINK before you leave the curb.
3. If crossing is controlled by signals or by an officer, cross only when signals permit? And even then, look before you step; irresponsible drivers often disregard or do not see the signals.
4. Exercise care in getting off street cars and busses? Be especially careful if you must cross behind a vehicle.
5. Discipline yourself to be cautious at all times? The man on foot always comes out second best in any collision with a motor vehicle.
6. Keep a little bit suspicious of ALL drivers? You can never tell who are the reckless drivers and who the careful ones, until after the accident.



BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	American Twins Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Super Twins (Thick Butt)	Hex-Twins	Individuals
Custom Built	Lock-Butt	Multi-Bric Siding
		Art-Bric Siding
	Improved Twin Lock	

BIRD Roll Roofing

Paroid	Art-Craft	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Waterdyke	Selvage Edge	Slate Surfaced

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Paper Mulch	Reenforced Paper	

BIRD Wall Board

NEPONSET Board, Cream White	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board	
BIRD Insuliner	BIRD Air Cell Insulating Board	BIRD Insulating Blanket
Paroid Built-up Roof	BIRD Deadening Felt	Asphalt Felt
	Plastic Cement	Roof Coating

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring
BIRD Rug Border		BIRD Lining Felt
BIRD Carpet and Rug Cushion		BIRD Saturated Felt

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
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Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper	Flower Pots	
Tack and Screw Boxes	Flower Pot Covers	Earth Bands	Plant Boxes

Special Paper Division

Standard Pressboard	—	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes		
Cable Insulating Papers		Laminated Binders' Board

BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.



{List of Bird Products on Inside Back Cover}

BIRD'S NEPONSET REVIEW

Vol. XX

November 1932

No. 11

NEW LECTURE COURSE STARTS AT BIRD CLUB

MR. AUSTIN H. FITTZ, Director of the Division of Finance at Babson Institute, is delivering the first lecture of the season at the Bird Club Lecture Class which starts on Tuesday night, November 1st. His subject is to be "A Yardstick for Measuring Securities."

Between forty and forty-five men have registered for the course of eight lectures, and eight discussion meetings. The course will be conducted by Mr. E. H. Fish, who conducted last year's class, but as an innovation this year, at every other meeting there will be a guest speaker on some subject of current economic interest. During the speaker's talk, Mr. Fish will make up a list of questions relating to that particular subject; these will be mimeographed and sent to the members of the class who will answer them and turn their papers back to the Secretary of the class the following Monday morning, so that he may mail them immediately to Mr. Fish for correction, making it possible to have the papers in the class for discussion on Tuesday night.

By spending two weeks on each subject, the members will be able to cover it more completely, and in addition they will have the opportunity to hear talks by some of the best educators and business men in this section.

Other lectures in the series will include: World Economics, Protective Tariff, Capital and Labor, Marketing, Money—Why the Gold Standard? Financing a Manufacturing Plant, and Communism—with an eye on Russia.

It is not too late to register. If you wish to do so, get in touch with E. H. Coleman, Accounting Department, immediately.

ONLY ONE LOST TIME ACCIDENT IN OCTOBER

SO far this month (October 27th) October looks like the best and safest month we have had for a long while. There has been only one lost-time accident, and Phillipsdale is the unlucky plant this time.

On October 5th William Banks, master mechanic, was helping his men pick out an I beam when one end of the beam which was being lifted caused him to twist his back as it was being moved. The wrenched back he received will keep him from work the better part of a month.

George Pumbo, Roofing Machines, left work

on October 6th, as the result of a September accident. He received a strain while lifting soapstone on September 15th, but did not report the trouble until September 22nd. He continued at work until October 6th, when he was forced to leave and undergo an operation. He is still out.

With the exception of the accident at Phillipsdale, October has been accident-free, and with only two more working days to go (as this is being written) it looks like a very good month. November and December are still ahead of us. A safe, no-accident record for these last two months will make the year 1932 one of the best on record. It's worth the effort to keep this record clean.

ANNUAL MEETING OF NEPONSET CREDIT UNION

ON Wednesday, November 9, 1932, at 4:15 P. M., the nineteenth annual meeting of the Neponset Credit Union will be held in the Lunch Room, near the East Walpole Brigade Room.

Reports for the year will be heard, and the 1932 Dividend Rate voted upon.

Plan now to attend and cast your vote.

RESULTS OF THE BIRD CLUB QUESTIONNAIRE

WHAT kinds of entertainments do the Bird Club Members want? Which type is the most popular? These questions have all been answered during the last month by the returns from the questionnaire sent out in September. One hundred and six replies were received and here is what they have to say:

First choice—Athletic Night; Second—Amateur Shows; Third—Minstrel Show; Fourth—Outing.

(Continued on page 2)

AMERICAN RED CROSS



ROLL CALL NOVEMBER 11TH-24TH

And the others came in the following order: Dances, Banquets, a Play, and finally Bridge and Pool Tournaments. In addition, a large group suggested illustrated lectures of one form or another, one or two suggested a debate, another a moving picture night, and still another a basketball game.

With this vote of the members as a guide, the Committee is making preparation for a series of entertainments this year which will be carried out according to the wishes of the members, just as far as we are able to do so with the money we have to spend.

For instance, the first show will be an Amateur Night—second on the list in popularity. An Athletic Night is being planned for later in the season, and we hope to put on the customary Outing in June. The matter of a Minstrel Show is being seriously considered, but because of the immense amount of work and the high cost of producing it, it is doubtful if we will be able to put it on this year.

We are glad to have had this expression of opinion from the members. Everyone has now had the chance to give us his ideas, and of course we assume that those who did not vote at all have no particular preferences one way or another.

We shall keep these desires in mind during the coming season and just as far as it is possible, with the money we have to spend, we shall carry out your wishes for entertainments.

Edgar M. Grout, General Chairman.

SUGGESTIONS

AT the meeting of the Suggestion Committee on October 5, 1932, the following suggestions were accepted:

Class 2, showing as savings in manufacturing cost, and given an award of \$10.00:

Marking of Pool and Stop-over Cars Wm. T. Murphy, FBV

Class 3, of intangible value, awarded \$5.00 each:

Bushings for Slitter Holders Charles Chorlton, Jr., FBM
Change Valve on Vapor Line at FBQ William Letts, FBQ
Upkeep of Butcher Block William Letts, FBQ
Steel Bar on Glue Boards of Lid Rotaries
Adjustment Screws on Small Cut-off at FXCM Anthony Montisano, FXR

Round Corners on Metal Art-Bric Signs Charles Mutch, FXC
Lee Ward, FXW

The following men received a special award of \$10.00 for having had five suggestions accepted: William Letts, FBQ, Charles Mutch, FXC, and Lee Ward, FXW.

BOWLING

by
A. W. Smith

A Bird & Son Bowling League of ten teams was organized on September 29th by last year's managers and representatives of new teams.

The schedule was drawn up and the first match

rolled on October 17. All matches will be bowled at Dine's Alleys, East Walpole. The teams will meet each other twice during the season.

East Walpole and Norwood Plants are both well represented with teams from the following departments: Roofing Machines (Champions for three years), Teodori Michienzie, Captain; Roofing Machine Shop, Henry Smith, Captain; Flooring Finishing, William Pratt, Captain; Flooring Undercoat, John Smith, Captain; No. 1 Box Shop, Howard White, Captain; No. 2 Box Shop, Guy Hoyt, Captain; Box Shop Shipping, Ralph Farris, Captain; Main Mill Engineering, John Muse, Captain; Main Mill Machines, Herman Nordstrom, Captain; and Office, A. W. Smith, Captain.

VETERAN'S SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during November:

		Years
Marshall Grant	11-10-1894	Power and Steam 38
A. E. Souther	11- 8-1900	No. 2 Box Shop 32
Ernest Stather	11-18-1901	No. 2 Box Shop 31
Eric Johnson	11-20-1903	Finishing Mill 29
P. H. Bailey	11- 1-1904	Roofing Sales Mgr. 28
Timothy Reardon	11-12-1907	Maintenance 25
Lewis Walter	11- 5-1908	Box Shop 24
Michael McDonagh	11- 6-1911	Paper Mill 21
E. W. Trofatter	11- 4-1912	Power and Steam 20
Chas. J. Watson	11- 9-1912	Roofing Plant 20
Marion Tolman	11-26-1917	Main Office 15
Wilmer Wiggins	11-27-1917	No. 1 Box Shop 15
Martin Thornton	11- 7-1922	Maintenance 10
Harold S. Higgins	11- 9-1922	Box Shop 10
Gabriel Kahanowskas	11-13-1922	Box Shop 10
May Morrill	11-13-1922	Main Office 10
Adolph Waitonis	11-21-1922	Paper Mill 10
James Benoski	11-22-1922	Box Shop 10
Fred E. Morrison	11-24-1922	Box Shop 10
John A. Ginley	11- 9-1927	Box Shop 5
Eric Eklund	11-16-1927	Box Shop 5
Edmund Wenstrom	11-17-1927	Roofing Plant 5
Veronica Sienkiewicz	11-21-1927	Main Office 5
Milford S. Ward	11-28-1927	Flooring Plant 5

Phillipsdale

William J. Livingston	11- 4-1910	22
Joseph Perry	11-27-1917	15
Patrick W. Clarkin	11-10-1927	5
Lewis Jennings	11-12-1927	5

Chicago

Andrew Alexander	11- 1-1917	Roofing Plant 15
Anthone Ecklund	11- 1-1917	Roofing Plant 15
Ernest Grosseup	11- 1-1917	Roofing Plant 15
Della Lyndon	11- 1-1917	Office 15
Wallace F. Stafford	11- 1-1917	Office 15
Louis Droeg	11-17-1917	Roofing Plant 15
Herman Kleinow	11-19-1917	Roofing Plant 15

Canada

E. Copeland	11-18-1927	Portneuf, Quebec 5
J. P. Maguire	11- 3-1927	Sales—Quebec 5
E. Viau	11-24-1927	Montreal, Quebec 5

Correction to September List

Phillipsdale	
Frank Reed	9-30-1912 20

Notes From Plants and Offices

MAIN OFFICE AND SALES

We welcome Olga Anderson to the Purchasing Department. She is to take Mrs. Bennett's (Margaret Poff's) place.

Last month Mrs. Bennett was presented a very beautiful vase as a wedding gift from her friends in the office.

Among the late vacationers in the Stenographic Department were: Martha Clem and Ann Mahoney, New York City; Ruth Milliken, Concord, N. H.; and Mrs. Gertrude MacDonald, Hardwick, Vermont.

Antonia Dornig was married on October 1 to Mr. Gunna Carlson of Norwood. She was presented with a bridge lamp from her co-workers. We all wish them the best of luck.

Ingrid Mattson is sporting a bright and shining diamond. The lucky man?—Mr. William Hodges of Stoughton.

Mary Barrett has been going around with a very woeful and dejected look. The Football team she prizes so highly has been defeated twice in succession, giving Mary a dreadful blow. It will be a terrific struggle, but she'll pull through.

On October 7th Alice Fales was pleasantly surprised by a birthday party given to her by the members of the Alice E. Fales class of the First Baptist Church of Norwood, at the home of Mrs. Dora Johnson. Gifts were presented and refreshments enjoyed.

PAPER MILLS East Walpole, Mass.

Bill Koehler reported on October 20th that 5.2 inches of rain had fallen since the morning of the 18th—the most we have recorded in any two day period since we began to keep measurements 25 years ago.

Dave (Benny) Regan has returned from a vacation spent at Narragansett Pier where he enjoyed fishing and yachting.

Mrs. Jack Bradley invited Mr. and Mrs. Frank Reynolds in to play cards on Wednesday evening, October 19th. The card game had scarcely commenced, when it was very rudely interrupted by Frank Clem pounding the knocker of the front door. A few minutes later Arthur Cripps just happened in. Then one at a time, through front door and back, came about fifteen friends of the Bradleys from Floor Covering Mill and Research Laboratories. The newly married couple were deluged with words of advice for their future happiness which Wilma took down in shorthand and Jack stored in his very receptive brain. Bernard Bailey then presented the newlyweds with some pieces of gold from their friends. The party soon broke up after the boys ate and drank everything from the kitchen and cellar. Poor Jack had to go to work hungry the next morning for Frank Clem walked off with the last loaf of bread under his coat.

Phillipsdale, R. I., Mill

We are sorry to hear of the recent death of Manuel Rodriguez' mother and also of Herbert Black's brother-in-law.

Helge Holter has started a hifalutin gift shop in Rumford and has extended an invitation to one and all.

Johnnie Nolan is holding up things in this part of the town by running again for councilman.

We hear many tales of unfortunate old flivvers but believe-it-or-not Charlie Smith went down to Waltham and returned during the rain bringing his flivver back none the worse for wear.

Incidentally the rain has been a help to some of the boys for Ted Maddern has had his car washed and Scotty Gibb has been able to wash his hands merely by putting them out the window.

We are glad to hear that Willie Banks and Tixy Billings are both on the road to recovery and will be with us very soon again.

We are glad to welcome James R. Smith who has started to work in the cutter room.

Congratulations are in order. Mr. and Mrs. Theodore Maddern announce the arrival of Jeanne Marion Maddern on September 29.

No. 2 Box Shop

We welcome Maurice Tarr as our new foreman in the Flower Pots Department.

Workers in the Printing Department were sorry to learn of the death of Frank Meyer's mother who passed away on October 8, after a long illness. We all wish to extend our sincere and deepest sympathy to Mr. Meyer.

Adolph Sickinger is out on the sick list again. Sorry, Adolph. Christine Sherer surely brightens up her corner with her pretty smock.

Gertrude Farley entertained her aunts from Maine over a recent week end.

ROOFING MILLS AND OFFICE Norwood, Mass., Mill

Patsy Alberico is out sick with tonsilitis.

Despite the worthy warnings of weather-men and the solemn advice of experienced mountain climbers, Milton Beasley, Ralph Kemp and Stanley Phillips trekked across treacherous snows, and struggled tricky ice-paths to conquer the summit of Mt. Washington at this late date (October).

Wild animals beware—Billy Sebel is all set to take a week off as soon as the hunting season opens. By the way Billy is not the only one—John and Harold Mattson and several others are 'rarin' to go.

Congratulations to Arthur McKenna, being the proud father of a baby girl, Dorothy Jean, born at Norwood Hospital September 27th.

Also to Pasquale Alberico, being the proud father of a baby boy, little Patsy we believe, October 5th.

Our sympathies to John Ruskis on the death of his son, and to John Pratt on the death of his mother.

George Pumbo underwent an operation at Norwood Hospital for hernia. Hope to see you back soon, George.

Manuel Caneja and Sylvio Tronti, both victims of accidents are back to work.

Ed Lincoln is now residing at the Bird Club.

FLOORING MILL AND OFFICE Norwood, Mass. Plant

The Undercoat Department has the high honor of holding first place in the birth rate class for October. On October 4th John Smith became the father of a baby girl; then Richard Frain welcomed a baby girl on October 10th; and to climax all, Clare Hayman welcomed a boy on October 14th. If any other department can equal this record we would be pleased to hear from them.

The friends of Mr. and Mrs. Bradley who visited them on October 19th (see Main Mill notes) are ready to testify that Mrs. Bradley makes fine brownies. Mr. Bradley's most noticeable accomplishment is running the furnace. He has learned how to get the furnace to deliver plenty of heat, but how to tone it down is his present problem.

CHICAGO MILL AND OFFICE Roofing Division

Mr. and Mrs. Bob Rush are the proud parents of a son—born on Friday, September 30th. Mr. Rush is a member of the Mechanical Department.

Anne Kelly of the Sales Department was among the spectators at the Notre Dame-Carnegie Tech football game on Saturday, October 22nd.

Glenn Young was the guest of Harry McCurdy, quarterback on the Tech team, at this same game.

Duke Perrizo and R. B. Walker attended the Midland Improvement Company's dinner at the Elks Club in Milwaukee on Wednesday evening, October 19th. This company has been unusually successful in the sale of Art-Bric Siding in the Western Division.

Mr. Stafford has returned from his vacation which was spent in Colorado.

Chicago Flooring

Gene Moore reports that he had a fire in his car a short time ago. He claims it was caused by an unnoticed cigarette.

It seemed good to see "Witty," who paid us a visit a short time ago at the office. She was her same peppy old self.

Evelyn states that the less said about her falling off her chair again, the better.

Mr. Hanna thinks Jim Campbell should receive honorable mention for bravery. Jim seems to handle the four girls to whom he gives store door delivery every morning and evening very well.

Mary Mac's "in-between bob" has now become an honest to goodness bob with "churls" around her neck 'n everything.

Remember, folks, now is the time to get out the old flannels and have them pressed, ready for service.

Ted Kilburn wound up the vacations for the floor covering office by spending his in northern Wisconsin. He said it was so cold that he had to sleep with everything on but his hat and shoes. After all, 26 degrees is a little cool for a vacation. It's the consensus of opinion that it wasn't the cold weather that made him return to Chicago after just four days of being away—it was probably his lonesomeness for "Butch," as he calls his son.

BORROWING MONEY

ONCE again we wish to warn Bird & Son employees to be wary of borrowing money from various finance associations which charge very high rates of interest. A local company has just issued another announcement of their "easy" plan for borrowing money to pay old bills or to meet other expenses.

Don't be fooled into paying high interest rates. Here is the actual difference between their rates and the rates at your Credit Union:

On a loan of \$100, paid back at the rate of \$10.00 a month, the costs would be as follows:

Finance Association	Neponset Credit Union
\$16.50	\$5.04 on unsecured loan
	2.52 on secured loan

In other words, it will cost you *more than three times as much* to borrow from the finance association as from the Credit Union. Can you afford to throw away money like that? Think it over.

NATIONAL ECONOMY LEAGUE

EVERY voter who is interested in the future welfare of his country should join this non-partisan League for the reduction of governmental costs. By joining, you enlist in the great army of men and women who are protesting today against excessive cost in national, state, and local governments.

It is only by organized action that we can hope to accomplish anything in this direction, and so cut down our tax bills. The League is headed by some of the most prominent men in United States today—Ex-President Calvin Coolidge; Ex-Governor Alfred E. Smith, General Pershing and many others. The National Chairman is Rear Admiral Richard E. Byrd.

Membership cards are available at the Labor Bureau and the office of the Home Building Company. Join today.

FIFTIETH ANNIVERSARY OF JOHN H. MAGUIRE

TWENTY-EIGHT friends of John H. Maguire gathered at the Bird Club on Tuesday noon, October 11th, to do honor to Mr. Maguire who completed fifty years of work with Bird & Son on October 12, 1932.

Following the dinner at the Club, Vice-President G. R. Wyman as master of ceremonies congratulated Mr. Maguire and presented him a substantial gift from Bird & Son, inc. in recognition of his fifty years of active and loyal service. Vice-President E. H. Bartlett then presented him with an engraved silver bowl—a gift from his friends. Mr. Charles S. Bird, Jr. also spoke briefly, and a letter was read from President P. R. Allen, who was out of town on business and unable to be present.

After the presentations, pictures of the group were taken, and one of these will appear in a future issue of the *Review*.

It was a happy day for John, and he was kept busy receiving congratulations. Although it is a bit late, we want to add our congratulations through these columns of the *Review*, wishing him a long life and the best of good health to enjoy it.

DO YOU WANT AN ORCHESTRA?

IT has been suggested that an orchestra made up of Bird and Son Employees be started. It would be a mighty fine thing, if there are enough people interested.

If you play any instrument and would be interested in joining such an orchestra, leave your name at the Labor Bureau, or notify Steven D. Wilson, Department FFG.

Let us hear from you!

ACKNOWLEDGMENTS

We hold in grateful remembrance your kind expressions of sympathy in our recent bereavement.

J. R. Burhoe and family.

I wish to extend my sincere thanks to Bird & Son, inc. and the Printing Department for their beautiful floral tributes and kind expressions of sympathy during my recent bereavement.

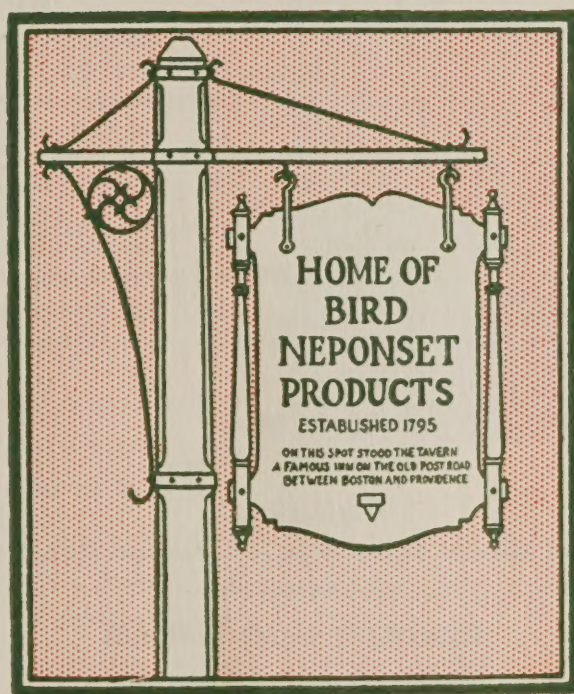
Frank R. Meyer.

I wish to thank Bird & Son, inc. and my many friends in Bird & Son, inc. for the wonderful dinner party and gifts given to me in observance of my fiftieth anniversary.

J. H. Maguire.

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



HOLIDAY NUMBER

VOL. XX NO 12

DECEMBER 1932



Established 1795

BIRD & SON

(incorporated)

East Walpole, Massachusetts, U. S. A.



Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plant

Norwood, Mass.
Chicago, Ill.

Officers

President, PHILIP R. ALLEN
Vice-President, GEORGE R. WYMAN

Vice-President, ELMER H. BARTLETT
Sec. and Treas., AXEL H. ANDERSON

Directors

PHILIP R. ALLEN
AXEL H. ANDERSON
ELMER H. BARTLETT

CHARLES S. BIRD, JR.
GEORGE D. DUTTON
GEORGE C. LEE

JOHN R. MACOMBER
HOWLAND TWOMBLY
GEORGE R. WYMAN

SALES

Paper Sales Division

Manager, F. H. HIRD
Asst. Manager, W. E. HICKS

Roofing Sales Division

Gen. Manager, P. H. BAILEY
Eastern Mgr., W. E. HALE
Southern Mgr., A. D. KILHAM
Western Mgr., W. W. WILSON

Box Sales Division

Manager, C. H. ANDREWS

Carton Sales Division

Manager, A. M. CLAFFEE

EXECUTIVE

Asst. to Pres., R. C. FLOYD
Treasurer and Comptroller,
A. H. ANDERSON
Asst. Treas. and Credits, D. E. MERRILL
Asst. Treas., H. E. DAVENPORT
Auditor, W. C. AHLGREN
Purchasing and Traffic, A. H. RUSSELL
Assistant, M. J. HAWKINS
Personnel Manager, B. D. ROGERS

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Assistant, E. M. LINES
Chief Paper Div., E. L. CONNOLLY
Chief Flooring Div., J. E. GRAHAM

MANUFACTURING

Vice-Pres. and Mfg. Mgr., G. R. WYMAN
Staff Engineer, B. H. ROBERTS
Manufacturing Staff, P. N. HILLS
Gen. Supt., E. Walpole, C. W. CONRAD
Supt. Paper Div., R. A. WILKINS
Supt. No. 1 Box Factory, R. L. TUPPER
Supt. No. 2 Box Factory, W. S. JACKSON
Supt. Felt Div., T. G. HENDERSON
Supt. Flooring Div., R. M. WIGHT
Supt. Norwood Rfg. Div., E. L. CHAMBERLAIN
Supt. Chicago Rfg. Div., J. G. YOUNG

Branch Offices

New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., SOUTH KEARNY, N. J.

FLOORING SALES DIVISION

Bird and Son Sales Corporation

President, P. R. ALLEN

Vice-President and Sales Manager, H. E. SAWYER, JR.

Secretary and Treasurer, A. H. ANDERSON

Eastern Manager, W. B. ROGERS, JR.

Western Manager, R. W. WESTCOTT

Branch Offices

New York, Chicago

Warehouses

ALBANY, BALTIMORE, BROOKLYN, CHICAGO, CINCINNATI, CLEVELAND, DETROIT, EAST WALPOLE, HARTFORD, HOUSTON,
INDIANAPOLIS, MILWAUKEE, NEWARK, NEW ORLEANS, PEORIA, PHILADELPHIA, PITTSBURGH,
RICHMOND, SAN FRANCISCO, ST. LOUIS, ST. PAUL, SYRACUSE, WASHINGTON

BIRD'S NEPONSET REVIEW

Vol. XX

December 1932—January 1933

No. 12

A MESSAGE FROM OUR PRESIDENT

We Are "Meeting the Test"

THE real test of an individual comes when he is in a pinch. It's the same with an organization. We have been and still are in a pinch. The pressure has lasted longer and been more severe than we ever thought possible.

Forced through necessity, step by step, we have simplified and improved our operations. We have reduced our expenses. Through our Research we have added new products. While ruinous competitive prices have caused a financial loss this year, our surplus, wisely put aside for just such a time as this, can absorb this loss and leave us still with enough to carry us through, we confidently believe, to better days ahead.

It is difficult to express my personal feelings toward this organization for the fine sportsman-like spirit which has been in evidence throughout this distressing period. In discussions, decisions and in every contact, the loyal, sympathetic willingness to face the facts and do what had to be done, has been outstanding—it has warmed my heart—it has given us all new courage.

Because we know our organization is meeting



the test, we can go forward with determination and great hope to the coming year.

With best wishes to all.

Philip A. Allen

WHAT ABOUT THE FUTURE?

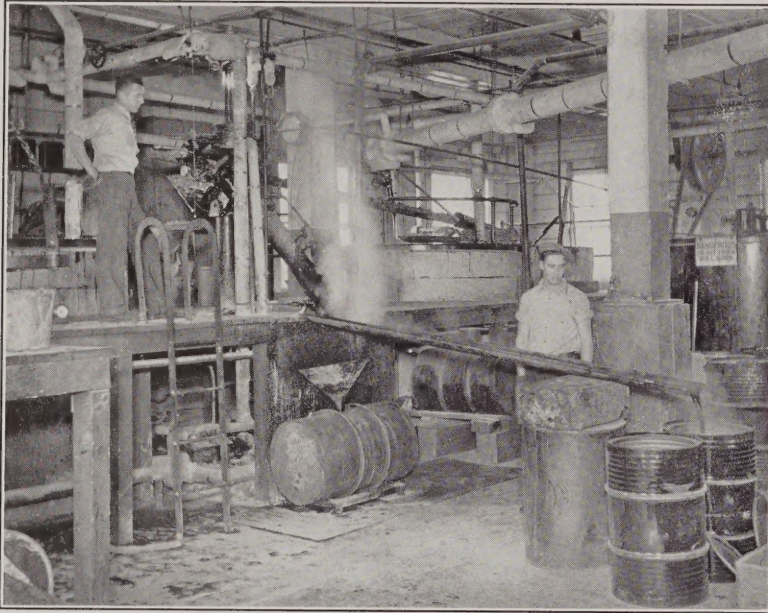
PROSPECTS FOR 1933 LOOK ENCOURAGING

THE future of our business lies in the hands of our own group of loyal workers. . . . I can truthfully say that nowhere else in this country do I know of any company which has done, or is doing, any better in these times than our own company. . . . We have made a record in which we can take honest pride. Our business has lost money this year, yet we have been able to draw on our "back-log", to carry us through. This back log was the reserve which we built

just as fast as the buying power of the public returns.

Third, as Mr. Allen has pointed out, we have approached the situation in the right spirit. Courage and hard work have pulled us through, and are keeping us "on our toes", ready for the upturn of business when it comes.

Fourth, we have continued to develop and grow, improving old products and constantly adding new ones to stimulate business and open up new fields of trade. In the pages which follow we have reviewed briefly our accomplishments in research development and new products in



The new department where Bird Asphalt Emulsions are manufactured. Edward Lincoln (on the platform) and James Phelan were making a special Asphalt Tile Cement as this picture was being taken. The small machine, just to the right of Lincoln, is the machine which makes the emulsion by mixing the asphalt with just the right amount of emulsifying agent

up during our good years and still leaves us in a sound financial condition."

These are quotations from President Allen's talk on Friday, November 25th, at a meeting of the Supervisory Group, which includes all Executives, Superintendents, Foremen and Department Heads. They indicate, in more ways than one, a bright future for our company.

First of all, we produce *Quality* products, and recognized quality is its own best advertisement.

Second, many products which we manufacture are essential products and not luxuries. This is particularly true of our roofings, sidings, and insulating materials which provide shelter; and of our cartons and boxes which provide shipping containers for articles of food and clothing. It is true to a lesser extent of our floorings which offer an inexpensive, economical and attractive covering for floors of every description. These are staple products and their sales should increase

1932. It is a story in which every one of us can take pride, and it gives us full confidence that we are working for a company with a future.

NEW PRODUCTS ADDED IN ROOFING LINE

by
P. H. Bailey, Roofing Sales Manager

ALWAYS reliable and always in demand are our many varieties of quality shingles and sidings. Low prices, changing prices, and severe competition have made the year a difficult one, but they have also shown the wise policy of keeping up the quality and giving real value. Art-Bric and Multi-Bric Siding, Thick Butt Shingles—all these standard products are selling well.

Insulating Board and Lath, first introduced last year, is establishing a reputation as a board

of the highest quality. As a base for plaster the Lath, with its laminated construction of four layers of asphalt and five layers of groundwood, cannot be beaten. It cannot absorb the moisture beyond the first waterproof layer of asphalt, thus permitting the drying process to continue slowly through the face of the plaster as it should.

Bird Building Board

First put on the market this past summer is another new product, Bird Building Board, suitable for both interior and exterior use, and particularly fine for use in the construction of poultry houses and dairy buildings.

Besides having all the qualities of good structural board, the building board has all the insulating qualities of our Standard Insulating Board. Whereas our regular Insulating Board has five layers of groundwood and four of asphalt, this new Building Board has four layers of groundwood, four of asphalt, one layer of floor covering felt, and one coat of a special preparation with which our felt is treated before being made up into floorings.

For outside work it is suitable for outside walls of small buildings such as seashore cottages or bungalows, and in poultry house construction it may be used either as a roofing or an insulated siding. For best results, when used outside, it is recommended that the board be given one or two coats of paint as additional protection. In places such as dairy barns it may, if necessary, be washed down with a hose without any ill effects, and in sterilizing rooms or other places where there is condensation of steam and where plaster will not stand up, this Board may be used with perfect safety.

It is easy to see that this board has a wide variety of uses and many desirable qualities which will help it to find a ready market.

Combining the features of both the insulating board and the Siding is a new product—Insulated Bric Siding. It is four courses of Art-Bric Siding firmly imbedded on a base of our Insulating

Board. Complete insulating value is obtained with improved appearance and a saving in application cost. It will go over the roughest of outside walls and leave a smooth, finished appearance. It is "art-bric de luxe" in every sense. This was first manufactured by our associated company, Building Products, Limited, of Canada. Manufacture here was first started in September.

Asphalt Emulsions

Our biggest group of new products is the group of Bird Emulsified Asphalt products. They are of the insoluble soap type—that is the emulsifying agent is soap, and the asphalt, once dried



Edward Lincoln, Roofing Mill, applying a coat of Bird No. 50 Emulsified Asphalt as a protective coating for iron work



No. 10A Emulsified Asphalt Roof Coating being applied by Ralph Kemp, Roofing Laboratory, as a Top Coating on a Built Up Roof

out, cannot re-emulsify if it comes in contact with water. Once applied it becomes a permanent, waterproof protective coating.

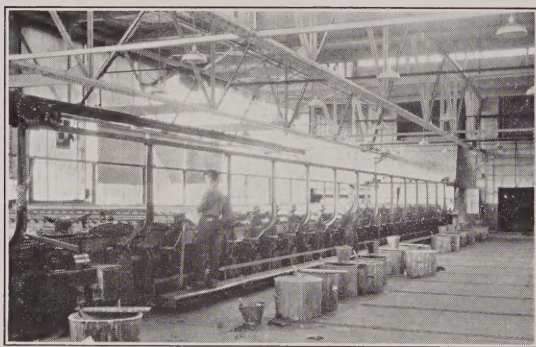
A variety of Bird emulsions are now on the market, suitable for all sorts of protective work: Black, Red, and Green Asphalt Paints, Roof Coatings, Cements, Road Asphalt and a Special Tile Cement. Waterproofing and all kinds of protection against rusting and weathering are made possible with these emulsions. They can be applied to any sort of surface, either wooden or metal. The road asphalt has been successfully tried out in our own mill yard where scores of heavy trucks drive each week.

Bird Emulsions have several special properties. The asphalt particles are of a very small size, allowing greater penetration into cracks and pores, and increasing the bond of the asphalt to the surface. The emulsions are quick drying, which minimizes the danger of injury from rain

which may follow immediately after an application. There are no hazardous fumes in Bird Asphalts, no solvent which might cause danger of fire when applying. They are applied when cold, making them easy to use, and they may be applied to wet surfaces without losing any of their bonding qualities.

Floor Dressing

Floor Dressing is still another new product, introduced in October. It is made in both a clear and a red color and is suitable for application to all kinds of wooden and cement floors, acting as a preservative, and for wooden floors as a hardener. It is also waterproof and gives a hard surface which is resistant to water, weather, oil, grease alkali and dirt. For garage or cellar floors, for floors in large buildings, and even for outside cement work it makes the ideal protective



No. 3 Print Machine at the Flooring Plant, one of our two largest machines on which Neponset Floor Covering and Rugs are made. One of our new rug patterns was being run as this picture was taken. Working in the foreground are Joseph Daisley and Harvey Hayward. William Wosner and Arthur Bent, Foreman, are also working at the further end of the machine, but are not visible in this picture. Notice the buckets of different colored paints, and the hods with which the paint is poured into the boxes on the machine.

finish. Although we have just begun to put it on the market, we have been making it for a long time for use in our own plants, and it has proved so fine that it is now being added to our line of building and finishing materials.

With this array of products, new and old, the Roofing Department is well equipped to go ahead and meet the business competition of the future.

FLOORING SITUATION STILL DIFFICULT, BUT IMPROVING

by
H. E. Sawyer, Jr., Flooring Sales Manager

1932 has been an unusually hard year for the sale of our Floor Coverings. Price wars and severe competition throughout the industry generally have made it impossible to sell at a profit for months at a time.

In spite of this however, our quality line of Neponset Floor Covering has been maintained and improved, ready for the upturn of business. New patterns have been added and unsatisfactory ones eliminated.

Last Spring some manufacturers introduced a very low-priced light-weight line of felt base, and to meet this competition our company took certain patterns of the regular Economy line, most of them discontinued patterns, and offered these at the same low prices. This enabled our dealers to meet the competition without sacrificing or lowering the quality of our regular Economy and Neponset lines. The market is becoming more stable and prospects for 1933 look brighter.

Rug Cushion

During the year a new type of Rug Cushion—a 3-ply cushion—has replaced the 2-ply cushion which we originally manufactured. It is more resilient, more durable, heavier, and a better cushion throughout. We are gradually building up a very satisfactory business in rug cushion, and we believe that, because of its high quality and moderate price, it is destined to be a headliner in getting business within a few years.

Flower Pots

In October of this year it was decided to transfer the selling of Flower Pot Products to the Flooring Sales Department. The red and black style flower pots, earth bands, plant boxes, and flower pot covers are all being handled now by the Flooring Salesmen. It is too early yet to make predictions about the future, but with sales representatives all over the United States we believe the Spring business in the Flower Pot line should be greatly increased.

EMPHASIS ON QUALITY BRINGS GOOD RESULTS

by
C. H. Andrews, Box Sales Manager

COMPETITIVE conditions in the Solid Fibre and Corrugated container industry have been extremely severe during the past year. Our volume in square feet of board produced is practically the same for 1932, in fact slightly more, than for 1931, but the selling price, particularly for Corrugated, has been very materially lower than last year. A noticeable tendency taken from a cross section of all orders shows a trend to smaller quantities, more frequent orders and shorter time allowed for delivery.

Improved business conditions should make it possible for the buyer to anticipate his requirements farther in advance, place orders for larger quantities and thus get the advantage of lower manufacturing cost. We are constantly urging

customers to anticipate requirements and increase quantity specifications for this reason, as it not only is a benefit to the customer, but improves our own manufacturing conditions.

There is a slight tendency for some business to shift from Solid Fibre to Corrugated, but the relative proportion of our own Corrugated and Solid Fibre business still shows a preponderance of Solid Fibre business.

Quality in shipping containers is being more and more emphasized, and some industries using containers, such as the canning industry, have been generally reporting such an increased amount of damage from the use of inferior makes of corrugated containers that there is a tendency to swing back to solid fibre or specify special extra strength corrugated boards. A great deal of promotional work is being done by the Industry in general to emphasize the importance of maintaining quality and using the proper type of container. This should all have a helpful effect on improving the general situation.

With an increasing demand in evidence we are looking forward to better business and improved conditions for 1933.

GOOD BUSINESS ANTICIPATED IN SPECIALIZED CARTONS

by
A. M. Claffee, Carton Sales Manager

IN the Carton Division 1932 has been a year of change and development. The decrease in buying power has forced merchants to deal in low-priced merchandise that can be sold readily, even though at a very small profit. Anything that will attract the interest of the individual buyer and enhance the apparent value of the commodity, and perform these services at a low cost, has been a welcome aid to the 1932 type of merchandising. In no line has this tendency been more pronounced than in that of Women's Shoes and no selling aid has shown greater activity than the box for milady's shoes.

The distribution of Women's Shoes has gravitated into the channels of wholesale shoe dealers and chain stores. These merchants demand distinctive containers for their featured brands of shoes and they are in a position to force their use. It means mass buying of specialized boxes. Very fortunately our equipment and our manufacturing methods, and particularly our distribution methods, have enabled us to tie into this scheme of merchandising very strongly.

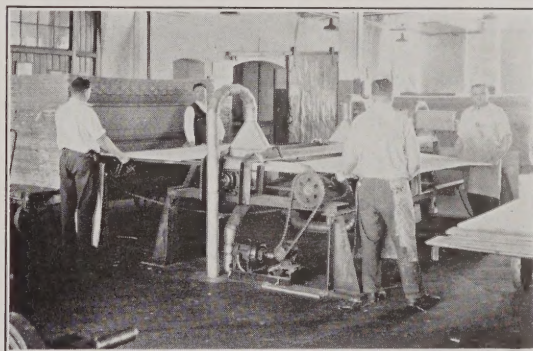
We have established setting-up depots at the following shoe manufacturing centers where the Women's shoes are made—Auburn, Maine; Manchester, N. H.; Haverhill, Mass.; Everett,

Mass.; Marlboro, Mass.; Framingham, Mass.; Brooklyn, N. Y.; Cincinnati, Ohio; St. Louis, Mo.

We manufacture the cartons at East Walpole and ship them flat to these central stations where they are set up and delivered to the shoe manufacturers as called for.

We have glorified the Bird carton by the use of Printer's Ink artistically applied in an inexhaustible variety of original designs. We have duplicated the appearance of an expensive box while retaining the moderate cost and durability which characterize the Bird carton. Here is a logical and legitimate field and this year we have begun to develop it.

We have reason to feel confident of profitable business in the Shoe Carton Department in 1933. This confidence comes not from blind optimism, but from an impartial judgment of the position in which we find ourselves with relation to the



Cutting Insulating Board at the No. 1 Box Shop. Working on this machine are, left to right: Tony Simkus, John Flaherty, James Wilkes and Joseph Truskowski

new development in the shoe industry which has been sketched above.

Our long established business in black tack boxes is now being augmented by attractively designed and printed tack boxes which are finding favor in the retail sale of tacks. Although the tack business has been at a very low ebb during the last year or two we believe that we see signs of improvement.

Another very important product is the Neponset Flower Pot. The black pot, since its introduction about two years ago, has become very well established, filling the long felt need for an economical paper pot that can be used for growing as well as for shipping. This pot has also been packed in an attractively designed package for the retail trade. Another new item that has been added is the plant box which is designed not only for home gardeners but also for commercial growers.

In order to get the advantage of direct contact with out Flower Pot customers these items have

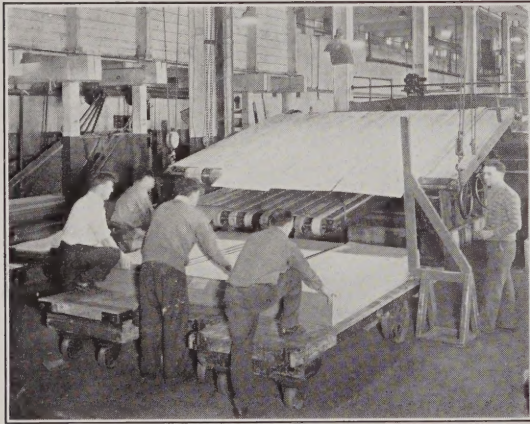
been put into the hands of our Floor Covering salesmen, and we are hopeful that this will be productive of far greater sales than we have enjoyed in the past, which has been practically on a mail order basis.

RESEARCH DEVELOPS NEW SPECIAL PAPER PRODUCTS

by

F. H. Hird, Paper Sales Manager

1932 has been a rather difficult year for the Special Papers Division, chiefly because most of the papers which come under the jurisdiction of this department, although being finished products as far as we are concerned are, as a matter of fact, raw materials in the processes



At the cutting end of the big combiner at No. 1 Box Shop. On this one machine our paper is combined into solid fibre board for boxes and cut to the desired size. At the top of the machine can be seen a heavy iron frame work. This holds the huge knife which cuts the sheets to an accurate length, not varying more than a sixteenth of an inch. The men in this picture are, left to right: James Constantini, Paul Persechino, Frank Phillips, Edward Flanagan, and Herman Lauble

of our customers, thus the effect of decline and demand for their products is at once reflected on our sales sheet.

However, the skies seem to be brightening and the Special Papers Division is looking forward to 1933 with confidence, being sure that some of the research and development work which has been going on for the past two years will result in satisfactory business just as soon as the users of our special papers resume their activities.

Among the new products which have been under consideration by our Research Laboratories and which look promising are Filter Papers for the electric and oil industries and Saturating Kraft for use in conjunction with various synthetic resins for the production of insulating material.

We have also been working on insulation for use by the electrical refrigerator manufacturers. This field holds some promise, as the possible

business to be secured by the electrical refrigerator manufacturers appears to be almost unlimited, and should our insulation be adopted will result in considerable tonnage moving from this plant.

We of course are continuing to make all the special paper products which we have made in years past and are constantly striving to improve their quality and at the same time bring down costs, and this has been made possible by the whole hearted cooperation of the Manufacturing Division.

by

CO-OPERATION IS KEY-NOTE OF OFFICE TRANSACTIONS

by

A. H. Anderson, Secretary-Treasurer

THE work of the General office departments is such that you seldom give them a thought unless something unusual occurs. If your salary check were short, for example, you would waste no time getting in touch with the Accounting Department to find out why.

But Office workers are human, like everybody else, and careful as they may be, mistakes are sometimes made.

I should be the last person to expect that the large amount of work done here could be covered without any chance of error, but I do believe that the work done by our Accounting Department as a whole is exceptional and the cooperation of the entire group is what makes this possible.

In the summer, the task of transferring most of the Chicago records and accounting work to East Walpole was completed, and this added a large amount of detail here, which was readily absorbed by our people.

While sales volume has decreased, the number of invoices going through our books has increased considerably, meaning more work all along the line. All of our accounting work is now done on machines, including general ledgers and detail.

In the credit department, collection difficulties have increased, and this has added much detail to the work of the department. The uncomplaining way in which the members of the department have carried on is well worth mention here.

The installation of dial telephones throughout the organization was accomplished during the summer with no interference with the service.

In many ways the new system is proving superior to the old. Probably the most important advantage gained is that of constant communication between departments, day or night.

These have been difficult times, and I heartily congratulate the members of the general office departments on the fine spirit they have shown and the splendid way in which they have cooperated.

BIRD CLUB ENTERTAINMENTS

TWO Bird Club Entertainments have been held so far this season, both of them well attended and apparently very much enjoyed, judging by the applause and the comments of those present.

On Thursday, November 3rd, an Amateur Night and Dance filled Bird Hall to overflowing with a crowd that enjoyed a fine show, followed by dancing with Parky Rogers' Orchestra furnishing the music.

Three prizes were awarded to the entertainers—First Prize of \$10.00 to Frank Kovacheck and Joseph Thomas who entertained with Accordion music. Second Prize of \$5.00 to Cafiero and Primalto Ciancarelli, pianist and violinist; and third Prize of \$3.00 to Ralph Hildreth, who put on a tumbling act.

Others who assisted in the entertainment were: Miss Rita Timmins, tap dancing; Frances Santoro, Julia Lewis, and little Lena DiFlamminio, songs and dances; Martin Scampini, monologue.

Everyone who took part did a fine job, and they are all to be congratulated and thanked for helping make the show such a success.

Also, for this first entertainment, a special invitation was issued to all the girls of Bird & Son, inc. to attend and bring a guest. Nearly one hundred girls accepted.

The second entertainment was a Movie Night at the Norwood Theater on December 1st. The balcony was reserved for Bird Club members and guests, and at this party also there was a large attendance. There were two feature pictures—Douglas Fairbanks in "Robinson Crusoe," and Joan Blondell and Warren William in "Three On a Match."

In January the Club plans to run a Dance; details of this meeting will be announced very soon.

ROOFING MILL WORKERS ARE TOLD HOW TO VOTE

RECENTLY a new Safety Sign was installed at the Roofing Mill. It is an electrically lighted sign on which different Safety messages can be written. The sign hangs just outside the office door, where everyone sees it, and is hung from the ceiling so that messages may be written on both sides.

Everyone was somewhat surprised when they entered the plant on election morning, November 8th, to see this sign with bold letters saying, "DON'T FORGET TO VOTE FOR—" It looked as if somebody was trying to do a bit of

last minute campaigning. To read the rest of the sign you had to walk around to the other side, and there was the rest of the sentence—"SAFETY, OF COURSE!"

Somebody *was* doing some campaigning—and for a good cause. It was mighty good advice on the Safety Sign. We pass it along to you. Don't Forget to Vote for Safety ALL THE TIME!

SAFETY CALENDARS—1933

UNDER existing conditions of business, we have decided upon a temporary discontinuance of our safety calendars, at least for the year 1933.

We have distributed these calendars to every worker for the past several years, but we are sure that in making this announcement every one, in whose safety and health we are still most interested, will appreciate the need of economy at this time.

Personnel Department

SAFETY FIRST SHOES

THE prices of Safety First Shoes have been reduced so that now they may be bought very reasonably. We believe them to be bargains which every man should take advantage of. The following men have samples of these shoes, and will be glad to show them to you and take your order:

No. 1 Box Shop—John Walsh, Combiners.

No. 2 Box Shop—Ambrose Fitzpatrick, Office.

Main Mill and Maintenance—Halburton Dobbins, Storeroom.

Roofing Plant—Arthur McKenna, Maintenance Department.

Flooring Plant—Lester Evans, Maintenance Department.

When you need a new pair of work shoes, try a pair of these.



"Garden of the Gods", a mighty fine picture taken by W. W. Wilson, Western Roofing Manager on his vacation last summer

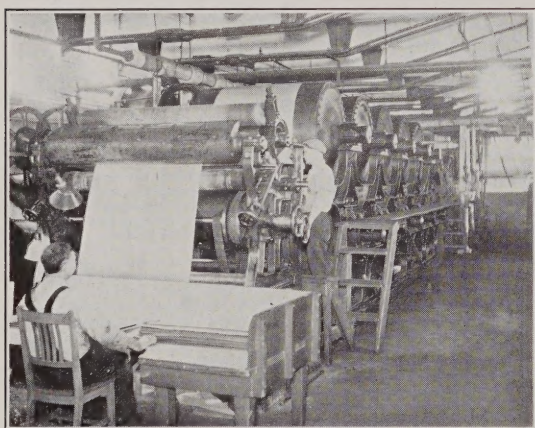
RESEARCH AND DEVELOPMENT

by

G. R. Wyman, Vice-President and Director of Research

THERE is no mystery surrounding the word "research." It might well be described broadly as "the organized application of common sense and ingenuity in settling a problem."

Research and development work in the Bird organization is progressing on what might be termed "the de-centralized plan", work going on in our various plants in the local laboratories under the supervision of the Superintendents as well as in the main Research Laboratory which is operating entirely independent of the production department but in close touch with all research work going on in the local laboratories. This seems to be the most efficient plan and covers very fully our plants in East Walpole and Norwood, Mass., Phillipsdale, R. I., and



Anton Smolski (seated), and Francis Howe, operating the machine which finishes and cuts the Press Board at the Finishing Mill. Press Board is one of our Special Papers, used extensively for index files and other office equipment

Chicago, Ill. We feel that our de-centralized plan gives us a maximum of efficiency covering our various products, as we have specialists in our plants who work continually on the specific products that we are turning out. This leaves the main Research Laboratory organization, under the able management of Assistant Director, Mr. E. M. Lines, at liberty to step in when necessary to pass on accomplishments and free to take up and carry through problems involving special new products which require considerable outside investigation and to co-ordinate products which involve several of our plants, for the management has always felt that a great deal of the success of our institution depends on the new products which we can add to our line each year.

Much research work has been done for the Special Paper Division, originating in the office

of Vice-President, E. H. Bartlett, and Manager, F. H. Hird, with Asst. Manager, W. E. Hicks, in the field. It is from this department that we usually learn of the greatest number of new products or changes in special products which come under the head of "Special Papers." We have developed a very fine Filter Paper for filtering transformer oil. Strange to say, our Filter Paper improves the old oil to a point where the dielectric is better than in the original oil. (To our readers who don't know: Transformer oil is put in electrical transformers and must be withdrawn from time to time for the purpose of renewal or filtering to remove impurities.)

Under the head of Roofing we look to General Sales Manager, P. H. Bailey, and his large organization of assistants and salesmen covering practically the entire United States.

On Floor Covering, Vice-President, H. E. Sawyer, Jr., of the Bird & Son Sales Corporation keeps us in close touch with changes necessary and accomplishments which have shown up on the market from other sources.

The Box Sales Division, under Manager, C. H. Andrews, brings in to research such problems as a change in quality, adoption of new materials where possible and any problem which seems to be outside of the scope of our package engineers and experts who are continually working on the problem of so packaging our customers' goods that the Bird case will hold and improve the enviable record that it has made over a period of thirty years. It is interesting to note that Bird & Son are pioneers in the solid fibre case field. At the time we started, no machinery that was adequate for the building of a case could be purchased and we were obliged to make our own.

Carton Research

The Research Laboratory has several important problems progressing for Manager A. M. Claffee of the Carton Sales Division, covering improvements in cartons and materials. It is in this department that we see the evidence of some of our oldest products which have been kept alive from time to time through improvements, for example, the Bird Tack Box which has held an enviable position in its field starting back in 1883. Flower Pots, which are sold through this department, made a start in 1892 and have built up a record for shipping purposes, and later for growing plants which caused a sensation in certain fields during 1932 on account of their desirability and efficiency when used in this way. Shoe Cartons were started in 1890 and it is a matter of record that on September 24, 1930, we

passed the 500,000,000 mark. These three products are evidences of research work which started in the early days.

It is obvious that we cannot write about some of the problems which are in process in our Research Laboratory. They cannot be released until completed, including tests necessary to forecast the expected life when in actual use, but it will be interesting I am sure to our readers to know that development and research work carried on throughout the Bird organization helped greatly in keeping our tonnage up, especially during the past year when we had a tremendous rush for Art-Bric Siding. This allowed us to enter a field which in no way interfered with a competitor and gave us on every house where Art-Bric was specified three times more material than we would ordinarily get by supplying material for the roof alone. In other words, allowing for windows and doors, there is three times as much area in the sides of the house as in the roof.

Bird Building Board has been accepted by the poultrymen for range shelters, brooder houses, hen houses, etc. This board has had a wonderful reception for a new product, although we should really not say "new product" in this case as our people in Canada have been making it in the mill there for consumption in Canada for a period of several years.

Tile Development

We have for some years been putting out a "Floor Tile", but research work, starting with the invention by Mr. P. N. Hills, the Manager of the Tile Department, developed what we now call the "Floating Floor." This is a saturated felt on which thin tiles are cemented and the floor built up on the job rather than at the factory. The distribution of this tile is now confined practically to New England, although in some cases it has entered fields farther away.

A Wall Tile has also been developed and is being distributed in a small way by the Research Laboratory, who are studying means and methods of application.

In the floor covering line we have produced some new patterns and a special floor covering in Jaspé Design has been released in a small way to the Sales Department. This Jaspé Floor Covering has been under test and study since 1926.

There are many problems coming up for settlement continually in the Research Laboratory from all sources, and, in addition, the Suggestion System, which is open to all of our employees, can be a prolific source of ideas for research work. Even though we have a regular plan of special investigation of suggestions, when they apply to a product, the Research Laboratory many times conducts the investigation as to the

advisability of adopting them for a change in our line or for something new.

I want to say to the Bird organization, no matter where located, that we are always looking for new products and improvements in present products and request that you send in for our consideration any ideas which you have along these lines which you think may help.

SUGGESTIONS

SUGGESTION "business" increased by leaps and bounds last month, with twenty-one accepted suggestions and eight special awards for five accepted suggestions.

The awards were as follows:

Classified as showing a savings in manufacturing cost and given an award of \$10 each:

Foot Control Clutch on FXGM34	John P. Barrett, FXG
Corrugated Folders for Shingle Boards	Edward Geraghty, EMW
Asbestos Blanket at Hotplate Section	FXCM2
	Charles Mutch, FXC
Hand Screws on Impression Adjustment	Richard Sprague, FXC

Classified as of intangible value and given an award of \$5 each:

Bridge Sections for Shephard Cranes in No. 1 Box Shop	John Broadley, EMM
Guard on Screen Drive	Arthur E. Doderer, DMP2
Guard Rail at No. 3 Mill Elevator	Walter E. Down, EMM
Light on Wall to see Crane Cable at Night	Peter Folan, DMT
Guard for Pump No. 5 Basement	William Hall, DMP
Make Bar on Stretch Roll two inches Longer	Lewis Keddy, DMPM4
Install Doctor on No. 68 Dryer	Lewis Keddy, DMPM4
Guides for Curled Sheets on FXRM25 and 26	Arsene Marchand, FXR
Rack for Monkey-roll Slices	DMP2 James Mulkern, DMP2
Button in No. 5 Machine Room for Operating Stuff Pumps	Herman Nordstrom, DMP
Guard at No. 7 Shartle String Delivery Hole	J. W. O'Donnell, DMH
Telephone Horn at Salvage Shed	E. C. Rafuse, EMS
Signal Bell at Loop Roll	Ralph Simons, FBPM1
Lights at Slitters on FXCM2	Richard Sprague, FXC
Wood Blocks for M-21-22	Bruno Stravinski, FXF
Move Lockers on E Floor	Bruno Stravinski, FXF
Motor for Turning Reel	John Terpstra, DMPM2

The following men received an additional award of \$10 for having had five suggestions accepted:

John Broadley, EMM; Arthur Doderer, DMP; Peter Folan, DMP; Edward Geraghty, EMW; William Hall, DMP; Lewis Keddy, DMP; Herman Nordstrom, DMP; Bruno Stravinski, FXF.

Professor: "Give me some of that prepared monoaceticacidester of salicylic acid."

Druggist: "You mean aspirin?"

Professor: "Yes, I never can think of that name."

BIRD'S NEPONSET REVIEW

Vol. XX. DECEMBER 1932 - JANUARY 1933 No. 12.

Published Monthly by the Employees of Bird & Son, inc.
In the Interests of the Company and Its Workers
For the Promotion of

Good Service

Good Will

Good Business

MILLS: East Walpole and Norwood, Massachusetts;
Phillipsdale, R. I.; Chicago, Ill.

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Assistant Editor

E. M. Grout

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A. S. Blaney

Printing Foreman, F. R. Meyer

On the voyage of life the best "ship" is friendship.

CHRISTMAS

"I am sure I have always thought of Christmas time, apart from the veneration due its sacred name and origin, as a good time, a kind, forgiving, charitable, pleasant time, the only time I know of in the long calendar of the year when men and women seem by one consent to open their shut-up hearts freely.

"And therefore, uncle, though it has never put a scrap of gold or silver in my pocket, it has done me good and I say God bless it."

The Christmas Carol—Charles Dickens.

BECAUSE of the continued need of economy, it has been decided not to mail out the Christmas issue of the Review to our dealers and customers, as we have done in other years. The money thus saved can be used more advantageously in other channels to increase our business.

This Special Holiday Number, which takes the place of both the December and January issues, has been prepared especially for our own organization. We have reviewed the past year in all departments of our business, through the various articles by different Executives, which give a clear picture of where we stand today and what we may hope for the future.

The Review wishes you all a Happy Holiday Season and a Prosperous New Year.

EDITORIAL

WHEN the present business depression first appeared three years ago, everyone underestimated its duration. Industry looked for a reduction in output, but no one expected or dreamed that it would be necessary to make the drastic changes in the conditions of production that curtailment has brought about.

When we think of the extent of unemployment throughout the country generally, we, in this "neck of the woods" at least, can consider ourselves mighty fortunate that we have had jobs and an opportunity to work.

A glance back over these past three years tells an interesting story on how we have kept our men as busy as possible with the jobs we have had to offer. We have done this in several ways.

During the early part of 1930 when some of our departments first went on short time, we started the erection of a new warehouse at the Flooring Plant. This was completed entirely with our own men and provided work for a large number from many different departments. We also did a considerable amount of painting and maintenance repair work throughout the plants.

Because the slack period continued, we were obliged to start what is known as staggering or spreading the work. For instance, when full time work could not be provided for everyone in a department the work was divided up so that all workers would have an equal number of hours' work over a period of time, taking into consideration, of course, the fact that married men with families were entitled to more hours' work than single employees.

All overtime work except in the case of an emergency was cut out.

New Construction

We have done numerous extra construction and repair jobs during the past three years. In addition to the Flooring Warehouse, a substantial addition to the Finishing Mill Warehouse at East Walpole was built during the summer and fall of 1931.

This past year, because of an even greater decrease in production which meant that more men were unemployed, we built the Paper Storage Warehouse here at the Paper Mill near No. 1 Box Shop. We have also widened our roadway from the boiler room to No. 1 Box Shop through the Paper Mill Yard. An entirely new roof is being built over No. 4 and No. 5 machine room. Besides these larger jobs, hundreds of smaller ones have been carried on with the double advantage of giving more work to our men and improving our equipment and plants.

Because of the diversification of our products, some of our plants, fortunately, have been busy when others have been slack. This enabled us to transfer many of our workers from one department to another, and from one mill to another, with the cooperation of the various foremen and superintendents.

Through all this period we have maintained our normal working force, but in order to continue this on July 1 we reduced our running time in all office and manufacturing departments to a maximum eight hour day or shift and a five day or forty hour week.

Wages and Salaries

The executives of our company had hoped that no wage reduction would have to take place. Bonuses had to be dropped, extra pay for overtime was eliminated and economies were practiced wherever possible. But decreased production meant an increased cost per unit of product. The market for all our products is highly competitive, as the readers will realize by reading the various Sales Managers' Reviews in this issue.

In order to get our costs down and to meet obtainable prices in the market, a 10% reduction in salaries went into effect on last March 1. Finally the question of a general wage reduction had to be faced squarely, and a reduction of 10% in wages took place on May 1, 1932. On July 1 when all departments went on a five day week salaries were further adjusted by a 10% reduction.

We are continuing unchanged our policy of keeping our normal force and spreading the work as evenly as it is practicable and possible.

THE SCHOOL FOR APPRENTICES

TO give young graduates a chance to learn, to afford them the opportunity for practical experience which will some day enable them to step ahead partly prepared, at least, into a regular job—that is the purpose of Bird & Son's newly formed School for Apprentices, announced by President Allen last month.

Any graduate of a High, Business, Technical School or College may apply, those living in Walpole or Norwood being given preference. They will enroll for a term of three months, but will be free to leave at any time if they can secure regular work elsewhere. No fee is required, and no wage will be paid. Furthermore, there is no guarantee of any job with the company when the term of apprenticeship is over, but if, and when, jobs do open up, those apprentices with the best records will receive first consideration. Term of apprenticeship in special cases may be extended beyond three months by mutual agreement.

These apprentices, after consultation with Mr. B. D. Rogers, who is in charge of the School, will enter the department of their choice to obtain practical experience about how the work of that department is carried on. They will, of course, not only observe how others do the jobs, but will actually do some of the jobs themselves—but, under no circumstances will they take work away from, or be substituting for, our regular workers. They may do duplicate work, or may do another man's job while he acts as instructor, but they will never do work for which we would normally hire a new man at a wage or a salary.

Approximately 50 young men and women have made application to enroll and ten young men

have already started in: Charles Sumner, Walpole, Credit Department; Ellman Smith, East Walpole, Paper Mill; Victor Babel, Norwood, Roofing Mill; Gilbert Whitehead, East Walpole, Maintenance Department; Edmund Fitzhenry, Walpole, Accounting Department; Amos M. Hilton, Walpole, Electrical Department; Edward T. Costello, Norwood, Paper Mill Laboratory; John L. Hutchins, Walpole, Drafting Room, Leroy Cobb, East Walpole, No. 1 Box Shop; and Peter Glebus, Walpole, Paper Machines. Others will be taken on from time to time.

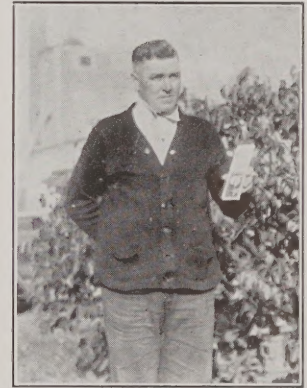
1933 CHRISTMAS CLUB

A new Christmas Club for 1933 is being formed at the Credit Union now. There is still time to join.

A definite sum set aside each week until December 1933 will give you extra money for use a year from now. Deductions from your pay may be made as low as 50¢ a week. The money saved will draw interest at 4%, like a regular savings account, and in cases of emergency, may be drawn out before the end of the year.

Sign up today at the Neponset Credit Union. You will never regret it!

James Sword, Roofing Mill, exhibiting the Silver Star presented to him by the United States Government for gallantry in action during the World War



JAMES SWORD RECEIVES MEDAL FOR WAR SERVICE

JAMES SWORD, who works in the Asphalt Blowing Section of the Roofing Mill, has recently received a Silver Star from the United States Government, awarded to him for gallantry in action at the time of the World War.

Mr. Sword was a member of the Yankee Division and saw active service all through the war. The Silver Star is awarded for general gallantry during all his months of service, including the Battle of the Argonne. He already has two citations for his patriotic service, and now he has received this still further recognition.

Congratulations to him!

Notes From Plants and Offices

MAIN OFFICE AND SALES

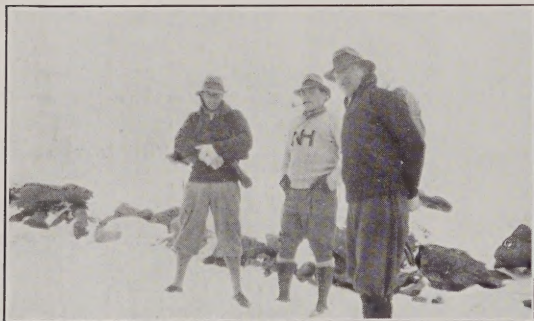
Alice Clem
Ida Milesky
Sabina Costello
O. C. Turkington
Elizabeth Lawson
John Andrews

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich
Alice Fales
Ruth Milliken

H. P. Morton, Roofing Salesman, had a very narrow escape. He was standing in a doorway in Wayland and along came a mad dog who snatched a piece of his trousers—but none of his leg. The dog had to be shot. Mr. Morton had to buy new trousers!

There was a regular excursion of Bird & Son employees to New York over the recent holiday. Pat McDonald, Ida Milesky, Herman Pollock, Steve Traudt and Sidney Stather motored to the big city and, from what we gather, they had a whale of a time.

Much to the surprise of everyone, Ralph Hall recently announced that he had been married since early last summer to Miss Majorie Freid of Brockton. On Wednesday, November 9th, they were given a surprise shower at the home



Mr. Washington is a cold place, even in October! Ask Ralph Kemp (left), Milton Beasley (right), or Stanley Phillips of the Roofing Laboratory, who climbed the mountain late this year. This picture was taken by Phillips. The man with the pipe is a friend who made the trip with them

of Mr. and Mrs. Wylie MacIvor in Walpole. A large number of their friends from the office attended and presented them with many fine and useful gifts.

Lillian Bartsch has been transferred to the Stenographic Department.

Mary Barrett and Peg Corcoran took in the Boston College-Villanova Football Game at Boston College Field recently.

Ingrid Mattson was certainly taken by surprise at a shower given her at the home of a friend in Norwood, where she received many lovely gifts. The large number present were greatly entertained by comedians we have unknowingly been harboring in our midst.

Leo Salonen has been transferred to the Statistical Department. Bruce Farrar has taken over Leo's duties, that of keeping the typewriters and dictaphones in repair. Charles Makarevich has taken Bruce's place as a Messenger. Welcome to Bird & Son, Charlie.

It seems that Alice Conley and Peg Corcoran attended the Firemen's Ball in Norwood of late. The next day Peg came in giving a demonstration of how Alice dances and calling her "Hot-cha." Peg will gladly accommodate you with a performance if you are interested.

Rose Silverman, Mary Barrett and Pat McDonald joined the ranks of college football fans when they attended the Dartmouth-Harvard game. The girls had a big day but had to wind up by getting lost in South Boston. Imagine!

We were pleased to note in the "Messenger" that Mrs. Ella M. Roundy, mother of Anna Roundy, observed her 80th

birthday on Tuesday, October 11th. Congratulations to her

We wonder whether or not Mary Clancy has found out if a man can marry his widow's sister. She was pretty well upset when she couldn't answer this question the other day. Wonder if you can? P. S.—The editor couldn't!

Announcement was recently made of the engagement of Philip K. Allen, son of President Allen, to Miss Elizabeth Warner of Pine Orchard, Conn. Mr. Allen is a Senior at Yale University.

The latest model in bookkeeping machines has been installed in our office. The girls have been having a great time learning to operate it.

Ask Helen O'Kane "how come" she got the Alice and Mary Riding School when she tried to call Alice and Mary Blazonis at their home? When she asked for "Mary" she was told much to her surprise, that she "had gone out to the stables!"

Leo Salonen came into work one day with a brilliant "blue" necktie on. He went down to the Machine Shop to eat his lunch that noon and it seems that the glare was too much for the mechanics, for on his return he was minus a perfectly good necktie and had about two small fragments in his pocket. But the joke is on the Machine Shop. Leo came prepared. On entering the office on his return, Leo reached in his pocket and pulled out another blue necktie, not quite so "blue" as the previous one, put it on and strutted around the office with a smile from ear to ear.

Caroline Delaney is working in the Stenographic Department temporarily.

A new vogue in artistic garage floors has been discovered by Herb Schaier. Having recently built a garage and completed the job of laying a cement floor, Herb was greatly surprised upon viewing it the next morning to find that some dogs had availed themselves of the opportunity to hold a tap dancing class, or what have you, on the soft cement—thus the new "dog paw" design.

Gladys Duncan attended the Brown-Holy Cross Game at Providence on November 5 and certainly enjoyed them—that is, the game and er—well?!!

PAPER MILLS East Walpole, Mass.

John E. Curran
Herbert Badger
Dagmar Peterson
Herman Nordstrom
John H. Maguire
Fred Jonah

Edward Geraghty
Charles Rafuse
Sophie Novick
John F. Burke
Mary Driscoll
Mario Boragine

B. H. Roberts returned to work November 7th almost fully recovered from an injury to his knee which kept him at home for seven weeks.

We wonder what Dave Regan was doing behind the car in the parking space the other day with the jug.

P. N. Hills spent the Thanksgiving holiday in New York.

Ernest Stather holds the speed record on the new Super-Highway so far, but it is rumored that John Curran is tuning his motor up to try and beat it.

Some of the boys are back from a hunting trip in New Hampshire. Wilbur Fay and Charlie Rafuse each got a deer and Arthur Eppich, a bear.

We extend our sympathies to Henry Treen after his recent harrowing experience at the rodeo. It seems that Henry came from the wild and woolly West, and to prove his ability as a cowboy, he attempted to ride one of the steers at the Boston rodeo show. But steers have changed since Henry's day, and this one threw Henry for a loss of about 15 yards to say nothing of numerous bruises and lame muscles. Never mind, Henry—You made the attempt, and that's more than the other boys would do!

Walter Bisdneck was married recently. Congratulations!

Our latest golf enthusiast is Harold McNeeley, and John Muse is the instructor.

We understand that the Maintenance Mooners, a newly formed outfit, is going to entertain at the next Bird Club meeting. This is a quartette composed of George Eisner, Francis Bannon, Joe Donovan, and Alex McDonald.

Norman Brookes and Gene Connolly seem to have a little disagreement as to the color of the paint used on Gene's house. Norman thinks it should have been Lavender, but Gene won't agree.

While cutting out a jig-saw puzzle, Bill Koehler lost his way. We hope he arrives at his destination safely, however.

As sung by Earle Davis of the Research Laboratory:

On the road to Mandalay
In my brand new Chevrolet
And the rear end sounds like thunder
Out of China cross the bay.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Many of the fellows are getting rather suspicious of some of Bill Callan's stories. Last year he entertained us with some stories of famous polecat hunts in which he participated and we believed him but the first one he has told us this year doesn't sound so good. He claims that on a recent evening he chased a beautiful black satchel kitty all around the Bird Shed finally sending it to kingdom come but Ed Medbury claims that when he wound the clocks on the next trip there was no evidence of such a killing. Bill will have to bring in his evidence after this.

We are very sorry to hear of the death of the mother of our Chief Engineer, George Hawley.

Thomas Wynne has moved to Merrill Street.

At this time of the season we usually interview our big hunters. We found that Charlie Riley is going after bigger game than chipmunks and that Jack Barquist is getting old and is doing his hunting from his back yard.

John Silva for a short time was sporting a little moustache but something has happened to it recently.

We welcome Albert J. Dyson who has started to work in the shipping room.

Joe Silva has a new Ford Eight coach.

Most of the men around here got their Thanksgiving supplies in the usual manner but George Hawley brought home a basket with enough provisions to last him until after Christmas which he claims was given to him. His luck has turned at last.

The cold weather has started to work on some of our high-class cars, Phelps, Livingston and Banks being the first casualties.

William Livingston and his brother made a trip to their old home in Pont Rouge the weekend following Armistice Day.

It isn't very often anyone is able to collect a bet from Herb Chamberlain for he usually is pretty sure of his bet. He met

his master when he bet with Ted Maddern on the election. Ted, as you all know, is also a very careful fellow when it comes to taking chances although he won this one by a big margin.

BOX FACTORIES

East Walpole, Mass.,

No. 1 Box Shop

Lena Paduck
John P. Walsh

Ralph Watson
Ralph Farris

Ellis and Hogarth are duck hunters extraordinary. They went hunting and returned with a duck which they both claimed to have shot. Some one of them presented the wife with plenty of "game," even if it was but one duck. Everything went fine until their pal Sammy DeChellis told some of the fellows that he had sold them a tame duck on the day they were supposedly hunting. It now appears that they, having failed to bag anything, decide to buy a duck and shoot it rather than take the risk of coming home empty-handed! The poor duck didn't have a chance, for they tied it to a tree and poured shot into it.

Lauble to Sammy DeChellis: "Get my coffee, Sammy, please."

Sammy: "Sure."

Result. Sammy spent a few moments trying unsuccessfully to locate a Mike Coffey, or a man with a name that sounded like that!

Henry Dowdie and wife spent a week-end recently in Asbury Park, N. J. He reports having a very good time.

We are sorry to report that Bob Morse is still out sick. We hope his recovery will be speedy and that he will be back with us again soon.

We welcome Stanley Haste who is now working in the Shipping Office.

Joe Keefe is reported to be a wedded man. Congratulations to him!

No. 2 Box Shop

Edward Scanlon
Martha McLauchlan
Frank Eisenhauer

Edward Gronroos
Alma Walsh
Anna Duffy

The girls in the Flower Pot Department enjoyed a Halloween party in Boston. A good time was reported by all.

Mary O'Donnell surely loves her new name—"My baby"!

Margaret Wallace likes her new home very much. Apparently the further away the better she likes it, for she has moved from Pleasant Street to 538 Washington Street.

England may have its Ramsey MacDonalds, and India its Mahatma Gandhis but we have our own aspirants to the electionary realm. Frank O'Neil and Bartley Curran would make Patrick Henry blush with shame if he were to hear them debating. All political questions and topics of the day are debated and discussed pro and con, so if you have a favorite subject or personage whose virtues you would like expounded, see these two worthy disciples of the soap box profession.

ROOFING MILLS AND OFFICE

Norwood, Mass., Mill

William Bothwell
Stanley Phillips

Edward Hiller

John White
Walter Cyr

Raymond Arthur Mc Kenna, son of Arthur Mc Kenna, Roofing Mill; this picture was taken on his first birthday, which, judging by the sun suit he is wearing, was sometime last summer and not last month.



Here is one that Ripley missed. Believe it or not, Matthew Phillips has used one lead pencil for two whole years! Right now it's only half an inch short, but it still writes, when it doesn't get lodged under his finger-nail!

It happened during the Walpole-Franklin football game. The crowd was very tense. The "Times" reporter was crouching on the zero-yard line. A sudden gust of wind came along, sweeping with it a brown object clear across the length of the field. The reporter jumped up and raced madly after it. Ten, twenty, forty, sixty yards he ran. Then a lusty roar burst forth from the thrilled crowd. Jack White had made a brilliant recovery of his fumbled hat!

We are still looking forward to the return of George Pumbo to work after a recent operation.

We wonder why Stanley Phillips drives to West Dighton every Saturday night. Be careful you don't get lost down there some night, Stan.

All equipment for production of the new Insulated Bric Siding is installed and operating satisfactorily. Natural brick was made during early biblical days, but now 2,000 years later, Bird & Son has created a master of the original.

We extend our sympathies to Mr. and Mrs. Harold Dunakin in their recent bereavement.

Elmer Jordan has once more changed his residence, now living opposite the American Glue factory.

Seriously speaking, before you purchase your next pair of trousers it would be very worth while to see what the Roofing "mannikins" have to show. Ralph Kemp will gladly show you the very latest type called "Hot cha" pants, while Ed Hiller will display at all times his "Hollywood Hot" type. As we understand it these are sort of a variation on the famous bell-shaped trousers which used to be so popular back in the good old days before the depression.

Vacationists this month were Paul Sansone, John Walsh and John Mattson. The latter spent his time hunting; the other two counted rain drops.

New men in the Finishing Department, temporarily transferred from the Flooring Mill include: Thomas Mullane, James Hennessey, Leo Clarkin, John Stepanovich and Harvey Hayward.

Victor Makela says he used to go hunting before he was married. The only things he remembers seeing were pink elephants and plenty of snakes.

Although it is considerably late, the medal which James Sword has just received does not lose any of its significance. It is presented to him by the U. S. government for bravery shown during service in France.

Stanley Phillips feels the old football urge again, now playing with the East Walpole No Stars. Maybe they named the team after you, Stan.

Henry Smith has completed a retaining wall around his driveway.

Our locker room is sporting a smart new dress of floor-covering.

The late Martin Call, buried from his home in Lynn, Sunday, November 13, was the uncle of Raymond C. Call, and was well known hereabouts. He was a state figure in the fraternal order of Red Men, receiving full honors.

Tony LaCivita has entered the rabbit business, and is looking for orders.

Time marches on, but the ringing words of praise and support that Ray Call gave to one and only one of the presidential candidates will never be forgotten.

Henry Grover has purchased a Buick car, but has not yet got the habit of feeding it gas. This slight inconsistency proved too much for Bill Carr's feet on a 6-mile gas tramp from Medfield to Carr's block, East St., Walpole. Ask Bill!

Ed Lincoln was fortunate in seeing the undefeated Brown and Colgate combination when they met at Providence on Thanksgiving Day.

Charles Seavey was the subject of a grand surprise party tendered him by a host of friends on the occasion of his birthday. Charlie, we understand, will be supplied with smokes for some time.

Bill McLauchlan with Jack Smith, Flooring Mill, attended the funeral of William Stevenson, former Bird & Son Soccer

player who died suddenly in Milford last month.

Barney Ross has been included in the Maintenance "family." Pierino Palazzi has determined to purchase one extra switch key for his car, and protect himself against another cold morning walk to work. Pierno says Women are funny beings.

FLOORING MILL AND OFFICE Norwood, Mass. Plant

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Lester Evans
Laurence Gammell

The workmen of the Flooring Plant wish to express their sincere appreciation of the generous cooperation extended to them by Mr. Wight, Mr. Sutherland and Mr. Nickerson in their endeavor to make passable the pathway over the swamp made by the Neponset River during the heavy rains.

We wonder if Frank Kissel has been to any more parties lately where forfeit games were being played. We advise Frank to be careful in the future, but then perhaps he enjoys paying a forfeit such as—oh well, you tell 'em, Frank.

Albert Jenkins recently spent the week end down on the Cape renewing acquaintance with the Barnstable clams.

Martin Scampini has a new method of preserving fish, and the best part about his plan is if you don't need the fish, you can liberate them again. It seems Martin had some pet gold fish, and leaving them in the sun porch on a recent cold night, they froze solid in the bowl. According to Martin, he thawed them out on the stove, and they began to swim about as usual. Ripley should hear about this!

Win Schaier seems to enjoy getting hurt. But then, who wouldn't, if it meant being carried home by a lovely nurse!

Congratulations to Joseph Popka whose marriage intentions have just been announced. The girl is Miss Sophie Serovitch of Springfield. When is the big day, Joe?

We need to watch out from now on. Howard Ellis packs a mean left!

Turkeys just naturally come to Charles Hooper. He won one in a raffle recently.

Anyone who wants to know the way to East Douglas will please get in touch with Bill Pratt. Frequent trips in that direction have made him a real authority.

Frank Kissel seems to prefer Pontiac roadsters. We notice he has another one. Lots of luck and fresh air, Frank.

We notice that Antonio DiFalco has his Chevrolet on the road again and within two weeks some one banged him again in the rear, as he stopped for a traffic light. Tony must have good brakes (or tough breaks!).

Scene—Shipping Platform. Time 12:55 P. M. What is that rumbling and grinding noise coming down the road behind the cars? Can it be a Mack Truck? Upon investigation we find it is only a Buick. Now what do we hear—a gentle little purring like a kitten with a catnip. Why, that's just a little Ford. Any member of the Shipping crew can tell the uninitiated who owns these cars. Maybe you know, already!

Roberta S. Gammell, small daughter of Carroll S. Gammell, Flooring Plant. One of her pictures recently entered in the Master Enlargements Exhibits by the Ames Photo Company, in Hotel Statler, won a Blue Ribbon



CHICAGO MILL AND OFFICE

Roofing Division

John Matcha

Dell F. Lydon

We've heard that Howie Hanna is trying out a new diet. It seems to consist chiefly of pecans sent in by R. D. Peterson and raw peanuts contributed by an Arkansas customer. However, we wouldn't recommend it to the girls who are watching their wastelines.

And we know that Jimmie McGuire enjoyed a turkey dinner on Thanksgiving Day, having won a bird in a "game of chance."

With Bernice Cranston making doll clothes, Frances Johnson hooked rugs, and the skill displayed in cake baking by some of the girls, it looks as though we have a rather domesticated set.

This year the employees of the Chicago office decided to concentrate their relief work in the community near the plant and where they can see that their contributions do the greatest good.

We are glad to see Joe Voltmer back on the job after a slight illness.

We thought we had uncovered a secret when a small keg was discovered in the back of Erich Gach's car but it turned out to be a keg of fish.

Mrs. Harless, formerly Bess Dunn, paid us a visit recently with her daughter Betty Ann. We were also glad to see Donald Law, young son of the former Marie Kelly.

Note the photo of Bob Brebach and Norbert Gartner with the evidence of their ability to "bring down" the ducks. On a recent hunt Bob and Harold Altman claim they brought down 150 quail in addition to prairie chicken, squirrels, rabbits and 1 lone mallard. As the story goes the mallard became separated from the rest of the flock and rather than struggle alone walked up and surrendered to the aforesaid huntsmen. Too, rabbits were so plentiful they had to roughly brush them aside with their boots in order to make a path through the woods. That's their story and they are sticking to it.

Glenn Young found himself minus a car on a recent cold morning but the police were able to locate it after a couple of days. To remove temptation to those inclined to appropriate the belongings of others Glenn locked his car thus making it necessary for the parties wanting the car to go to the trouble of breaking the locks, which was a little inconvenient to say the least and we imagine resulted in the robbers feeling unkindly toward Glenn.

Congratulations to F. E. Dyess who became the proud daddy of an 8 lb. baby boy on October 20th.

We were all glad to see Zelma Scott, a former Bird employee who dropped in to visit us recently.

Florence Hauscher visited a friend in Appleton, Wisconsin and returned with a broken tooth. We understand it was her sweet (tooth) one. Florence Morman also took a trip up into Wisconsin and came back with a bad cold.

Ed Stulik and J. Johnson of the Print Shop, who admit they are good, challenge any two players who doubt it to a game of horseshoes.

Flooring Division

V. D. Szukalla

Gladys L. Davis

Here's hoping you folks have done all your Christmas shopping because it won't be long and you'll be opening your gifts, which we hope will be many. In order to spread cheer and happiness to others, the girls in the office have been baking cakes, doughnuts, etc. and bringing them down to the office where they have been raffled, the proceeds going to needy people in our vicinity. It is pretty hard to judge just who is the best baker because all the offerings have been so delicious.

L. S. Wright has joined the inside sales force and we want to take this opportunity to welcome him into our family. Mr. Wright is quite an authority on bridge, judging from the number of pupils he has during the noon hour.

To the outside sales force, Messrs. Grosse, Lyons and

Schwartz have been added. Grosse and Schwartz covering Chicago and the surrounding territory, and Lyons travelling in Minnesota. Jim Campbell is now travelling in Missouri and Kansas, while C. A. Boiteau has been transferred to Indiana. During the territorial changes, Ted Kilburn worked for several days in Indianapolis.

We were very much concerned about Marge Thompson for several days. On her way to work one morning she slipped on some ice, hurting both knees and her elbow. You almost spoiled your career that time, Marge.

Harold Altman says a neighbor of his recently was blessed with twins which were named Sears and Roebuck because they were of the male order.



Good duck hunting in Illinois? We'll say so. Bob Brebach and Norbert Gartner have plenty of evidence right here!

VETERAN'S SERVICE LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during the month, and of those who complete twenty or more years' service during December:

			Years
A. R. Jenkins	12-13-1894	Flooring Plant	38
Harry Mann	12- 1-1901	Experimental Engineer	31
Robert Roy	12-27-1905	Roofing Plant	27
Dennis Broderick	12-20-1906	Janitor	26
David Heylin	12-21-1906	Watch	26
J. S. Robertson	12- 7-1908	Traffic Department	24
Wilbur C. Fay	12- 9-1908	Maintenance	24
Frank Whitehead	12-19-1908	Maintenance	24
R. G. Fulton	12-30-1912	Roofing Plant	20
Guiseppi Lingo	12- 3-1917	Flooring Plant	15
Nunziante Famigletti	12- 3-1917	Flooring Plant	15
Enos Masciarelli	12- 3-1917	Roofing Plant	15
Jack Carroll	12-11-1917	Finishing Mill	15
Anna M. Roundy	12-26-1917	Main Office	15
Henry MacDonald	12- 8-1922	Flooring Plant	10
Guy R. Hoyt	12-19-1922	Box Shop	10
Kenneth R. Towle	12-19-1922	Box Shop	10
Anthony Montisano	12- 5-1927	Box Shop	5
Frank Verderber	12- 5-1927	Paper Mill	5
Phillipsdale			
Thomas Henderson	12-14-1894		38
Chicago			
William Brebach	12- 4-1922	Roofing Office	10
Bruce Keller	12- 5-1922	Roofing Plant	10
Canada			
M. Lavallee	12-27-1922	Pont Rouge Mill	10
W. Denney	12- 9-1927	Hamilton, Ont.	5
O. Denis	12-19-1927	Portneuf, Quebec Mill	5

LARGE ORDERS

Business Getters for the period September 15 through November 15

EASTERN ROOFING DIVISION

J. B. Blandford, South Carolina—750 Squares Lock Butt Shingles.

A. H. Brooker, North Carolina—410 Rolls Period 70# for new buildings.

F. T. Feeley, Penn.—10,000 square feet of Insulating Lath; 9,000 square feet of Building Board for a poultry farm.

W. W. Ford, Western Penn.—26 gallons Emulsified Asphalt Paint.

A. D. Kilham, Southern Sales Manager—500 gallons No. 10A Emulsified Asphalt Roof Coating.

William Nelson, Maine—4,000 square feet Building Board; 6,000 square feet Insulating Board.

F. B. Ross, Maryland and vicinity—19 squares Custom Built Shingles; 171 squares Built Up Roofing on a garage building.

B. L. Sears, West Virginia—20,000 square feet Wall Board; 220 gallons No. 10A Emulsified Asphalt Roof Coating.

P. E. Vrooman, Georgia—300 squares Improved Twin Lock Shingles.

F. B. Walker, Conn.—2200 square feet Insulating Board.

EASTERN FLOORING DIVISION

F. H. Bagley, R. I. and Southeastern Mass.—1 car Lining Felt.

I. S. Bailey, Philadelphia and vicinity—2 cars Lining Felt.

Stanley Blackmer, Kentucky and Southern Ohio—Approximately two cars floor covering.

G. B. Cocke, Virginia and North Carolina—two mixed cars and one truck-load.

E. R. Guise, New York—a mixed car.

J. M. Kellam, Tenn.—two mixed cars.

A. J. LeBlanc, Western New York—one car and one truckload of floor covering; one mixed truckload of floor covering, lining felt, saturated felt and carpet cushion.

J. R. Maraist, Boston—one car lining felt.

D. J. Miller, Maryland—approximately 400 rugs.

W. J. Miller, Georgia—two cars of floor covering.

B. L. Sears, West Virginia—one-third carload floor covering.

Harold Smith, New York City—one car lining felt.

R. B. Wadsworth, Conn.—one car floor covering and one car lining felt.

BOX DIVISION

Robert Abbott—Carload Solid Fibre for manu-

facturer of rubber heels, $\frac{2}{3}$ carload Corrugated for paper mill making Bristol Board.

Arthur Bushell—Carload Solid Fibre Rubber Goods, Carload Corrugated for bottled Washing Fluid, Carload Corrugated for hardware.

H. M. Fuller—3 Cars Solid Fibre for two thread manufacturers and 1 Car Solid Fibre for manufacturer electrical goods.

Edward Holmes—2 to 3 cars Solid Fibre for Shoes.

William Lenigan—Carload Corrugated for Bananas, 3 Cars Solid Fibre for Macaroni.

J. B. Maguire—3 Cars Solid Fibre for Butter, 1 Car Solid Fibre for chemicals, 1 Car Solid Fibre for Sugar.

H. R. Mason—Several carloads and a year's contract for large soap manufacturer. (Solid Fibre) 1 Car Solid Fibre for Canned Oysters.

James Stanton—1 Car Solid Fibre for Western Union telegraph blanks, 1 Car Corrugated for radios.

WESTERN ROOFING DIVISION

E. H. Jansen, Chicago—Sold 32 squares of Custom Built for a residence job and 122 squares of Giant Super Twin TB Shingles for a church job.

S. E. Williamson, Miss., Ala., Tenn.—Sold one of his dealers 165 squares Paroid 70# for their own lumber sheds. This was to replace a galvanized iron roof, that proved unsatisfactory. Also sold 15,000# of Asphalt and 400 rolls of 30# Asphalt Felt for a job at Greenwood, Miss.

H. C. Prinzler, Indiana—Sold one large mixed carload of roofing and shingles as the result of demonstrations to several manufacturers in the city of Evansville. Sold two jobs in Muncie, consisting of 140 squares of Built-up roofing and 18 squares Neponset Twins Thick Butt Dura Green, also another job for 100 squares of Built-up roofing at Eaton, Indiana.

B. Morris, Arkansas—Sold 600 squares of American Hex Twins to the Texarkana Building and Loan Association and the Twin City Building and Loan Association of Texarkana for buildings under their control. Also a residence job consisting of 45 squares of Custom Built shingles in Ft. Smith.

R. B. Walker, Wisconsin—Sold a job consisting of 17 squares of 3-1 Strips Mountain Green.

R. E. Hill, Illinois, Missouri—Sold four new accounts and three re-roofing jobs to consumers as the result of demonstrations with the Expando Car.

A. B. Spiers, Illinois—Secured one carload and two less carload new accounts as the result of demonstrations with the Expando Car.

F. E. Dyess, Mississippi, Alabama and Florida—Sold 225 sqs. of Built-Up Roofing to a new account.

WESTERN FLOORING DIVISION

- B. I. Hindmarsh, Chicago—one carload.
 R. I. Holcomb, Oklahoma and New Mexico—three carloads.
 C. D. Knapp, Alabama, Mississippi and vicinity—two carloads.
 P. S. MacGregor, Texas—two carloads.
 C. B. Miller, Southern California and Arizona—four carloads.
 B. Morris, Arkansas—one carload.
 S. R. Reid, Missouri and Illinois—two carloads.
 E. J. Roberts, Northern Pacific Coast States—three carloads.
 G. H. Sare, Intermountain District—one carload.
 C. A. Boiteau, Indiana—one carload.

WHAT A RECORD!

SEVEN hundred forty-nine tons of roofing shipped in twenty-four hours! That's the almost unbelievable record made by the Shipping crew of the Roofing Mill one day this fall and it is likely to stand for a long time.

This was done by the regular Shipping crews, numbering twenty-six men in all. These 749 tons represent approximately thirty-seven carloads—enough roofing to keep our machines running for a day and a half!

Also, during a single week this fall, another record was broken. That week there was a total shipment of 3318 tons—more than one hundred

and sixty carloads! Both these records were made during the big season this fall when roofing business throughout the country was booming because of the announcement of a price increase soon to take effect.

On this page is a picture of this famous Roofing Shipping crew showing that they are all still very much alive, ready for another rush of business which can't come too soon for them.

HOSPITAL NOTES

KEEP HEALTHY!

WHILE you are in good physical condition you have a good share of natural immunity, or power to resist disease. As soon as you become starved for want of sleep, lowered in vitality by insufficient food, too much food, or the wrong kinds of food, constipated, worried or unhappy, you will be in a condition to contract disease. And this is especially true of common colds.

Broadly speaking, there are two kinds of immunity—Natural and Acquired.

Natural Immunity is the power of resisting infection with which we are born. For instance, there are certain diseases of animals to which we human beings are immune. We cannot "take" those diseases. And there are also differences among individuals; some of us are particularly susceptible to colds or other common diseases; others of us are practically immune.

Natural immunity is largely dependent on our mental and bodily "vigor", and the more of this vigor we have, the more immune we are to all diseases. Some of the things which lower this vigor are: fatigue, undernourishment, constipa-



The Shipping Crew of the Roofing Mill which made a new record day and a new record week this fall. Back Row, left to right: Otto Leonhardt, William Bothwell, Stanley Yuzelewicz, Adolph Kotak, Richard Stoddard (foreman), William Murphy (Assistant). Second Row: John Weeks, Angelo Melino, Emil Anderson, Victor Konalski, Ligmus Portlevicz, John Hurley, John Korsum, Joseph Gertin, Edward Sears, Bartholomew Murray, Fred Turco. Front Row: Charles Delphy, Manuel Caneja, Alphonse Matthews, Attilio Tronti, Felix Carlson, Daniel Keady, Leon Trakinvak, Pierino Palazzi, Thomas Griffin, Gustaf Johnson, and Clinton Cave

tion, worry, exposure, or other diseases. In fact, one disease, if not properly doctored, may very likely open the way for others.

Age and environment (or general living conditions) also affect our immunity. Certain diseases are peculiar to childhood, and others to old age. And as everyone knows the homes we live in, the amount of fresh air and sunshine we imbibe, the general cleanliness and healthiness of all our surroundings, determines in a large way how much "vigor" we can maintain.

Acquired Immunity comes with the attack of a disease and enables us to fight off the disease. We can also acquire this immunity artificially



Lightning and Duke, Mary MacWade's two hunting dogs. Miss MacWade works in the Chicago Office, and we don't blame her for being proud of these animals.

through vaccination and inoculation, such as vaccination against small-pox, typhoid fever, etc.

Therefore, given healthy environment, such as we have in East Walpole and Norwood, we have a good foundation for immunity, and it is largely up to us as individuals to determine how well we shall build up and keep up our vigor. By the way we live, the foods we eat, the amount of exercise and fresh air and sleep we get, we can build up or break down our resistance to disease.

This is the time of year when colds are prevalent and it is particularly easy to take sick. The wise person who builds up his health now and continues to get sleep, exercise, and food in the proper doses, will be his own best doctor. Disregard of the fundamental laws of health can lead to nothing but ill health sooner or later.

Build up your natural immunity and stay healthy this winter!

LIBRARY NOTES

ENFORCED leisure in industry has given an opportunity for workers to devote more time to reading and they have resorted to the library as a means of recreation and study on problems in relation to their work more than ever before.

The limited appropriation afforded us this year for books on general subjects is not such a detriment to readers as it first appears, as they may turn to the good old books with which we are so well supplied. We recall a book published some twenty years ago, "Comfort found in Good Old Books", in which is reviewed very briefly some of the greatest books ever written. This may prove a guide and awaken a desire to read what we have neglected and what we have now

the scope to understand more thoroughly.

Our new books this month include:

"In Quest of the Seen", an unusual venture story by Alain Gerbault who sailed single handed around the world in a small yacht.

"The Story of the Weather", by Eugene Van Cleef, who relates in a popular fashion what scientists know about the atmosphere. It is not only entertaining, but helps us to a clearer understanding of this great force upon which we are all so dependent.

"Seeing Red"—inside lights on Russia of today, by Eve Garrette Grady.

"Your House"—"Construction of the small house." These are two books which may interest the prospective home owner, even if he has no immediate intention of building.

New fiction:

Mr Darby
Master of Chaos
Irish Beauties
Life and Andrew Otway
Roofs of Weir
Belated Reckoning
Sons
Month of May
Smith
Sylvia
Winter's Range
Wanton Mally
The Fortress
The Gods Arrive

Armstrong
Bacheller
Barrington
Bell
Blake
Bottome
Buck
Dashwood
Deeping
Hanck
Le May
Tarkington
Walpole
Wharton

WITH THE SOCCER TEAM

by
John H. White

OUR Soccer record to date is not so imposing as that boasted in 1931, but there is no doubt that we have the players and expect a turn in breaks from now on.

Benson will be back and Alex Lorimer of New Bedford, American major league star will complete an iron-bound defense.

Results to date show: October 2,—Beacon A. C. at Glendale Park, Everett, was beaten by 5-0.

October 9, Clan MacGregor came to Walpole and won 3-0.

October 16, Boston Celtics visited our home ground and left us on the short end of a 3-2 score.

October 23, we traveled to North Brighton and outscored the Norwegian A. A. 3-2.

October 30, at Sullivan Square, Charleston, we met Boston Celtics for the second time and managed to hold these league leaders to a tie, 2-2.

November 6, Dorchester Waverly came to East Walpole and a 5-5 tie resulted.

November 13, Norwegian A. A. defaulted and we were awarded the league points.

November 20, we went to Quincy and played Clan MacGregor in the 2nd round of the State Cup Competition. This was a hard game to lose by the odd goal, 2-1, after outplaying the state champions all the way.

November 27, Beacon A. C. at East Walpole earned a 2-2 tie.

To date, November 29th, Bird & Son have played seven league games, won two, lost two, and drawn three, which, with two points awarded from the Norwegian A. A. game, we have won nine points from a possible sixteen in the Boston and District League.

The players this year include: Harry Benson, James Schuller, Sidney Sanson, Alex Russell, James Wilson, Jack Smith, Walter McKenna, Jack McAllister, Hugh Gardiner, Frank Doran, Mac. Tennent, James Brown, David Nicol, John McDougal, Charles Travers, Thomas Findlay, and Archie Campbell.

BOWLING

IT is still early in the season, but up to December 1st individual averages are much lower than last year. There are no averages over 100, and Teodori Michienzie, Roofing Machines, who heads the list, has an average of only 99-1. The list of the 15 highest men is published below.

Harry Clark of the No. 2 Box Shop holds the High Individual Single String record—134, while James Dine of the same team holds the High Individual Three String record—330. High Team Single String score of 535 is held by the Roofing Machines Team, and High Team Three String—1502—is held by the No. 2 Box Shop team.

Heading the "American League" is the Engineering team, fifty points ahead of its nearest competitor, the Office team. Heading the "National League" is Roofing Machines, Champions of several years past, with a record of 15 points won and only 1 point lost.

The standing of all teams, as of December 1st, and the list of the 15 highest individual averages is printed below:

American League			
	Won	Lost	Per Cent
EMM.....	10	10	.500
A.....	9	11	.450
FBM.....	7	9	.438
FFN.....	4	12	.250
DMP.....	2	14	.125

National League			
FBP.....	15	1	.938
FXV1.....	13	7	.650
FX1.....	13	7	.650
FX2.....	12	8	.600
FFR.....	7	13	.350

INDIVIDUAL AVERAGES

Name	Dept.	Total Strings	Total Pin Fall	Average
Michienzie.....	FBP	9	892	99-1
DiFlaminies.....	FBP	12	1182	98-6
Alexandrini.....	FBP	12	1177	98-1
Farris.....	FXV1	15	1471	98-1
Mack.....	Office	15	1468	97-13
Duncan.....	EM	15	1460	97-5
White.....	FX1	15	1448	96-8
Koebe.....	FXV1	15	1442	96-2
Dine.....	FX2	18	1724	95-14

Murphy.....	FBP	9	860	95-5
Fucci.....	FFN	12	1145	95-5
Johnson.....	FX2	15	1425	95
Smith.....	FBM	12	1140	95
Clark.....	FX2	18	1709	94-17
Hoyt.....	FX2	15	1422	94-12



Looks like plenty of snow out in Seattle, Washington! This picture was taken last year, and shows James Campbell, Chicago Flooring Salesman with Mr. F. A. Herget, Manager of the Sears Roebuck Tenth Avenue Store in Seattle

NO MORE ACCIDENTS IN 1932

NOVEMBER was a month with only one lost-time accident, and so far this month (December 8th) we have had one accident in December.

Stanley Palleiko, No. 1 Box Shop Combiners, while turning a roll of paper on the stands felt a pain which he thought was caused by a lame muscle. He did not report it until several days later, November 8th. By that time a hernia had developed, making it necessary for him to leave work on November 10th for an operation.

On December 7th, Camillo DePlacido, who works in the Asphalt Handling Department at the Roofing Mill, was dipping some coating from No. 7 Machine into the Overlay Kettle, by means of a barrel. As he started to hook the tackle onto the barrel to lift it up to the kettle the nut on the hook of the chain falls gave away, causing the chain to fall, hitting him on the head.

He received a severe cut and several burns on his hands from hot asphalt which splashed out onto him as the chain struck the barrel.

One accident a month is one too many—but it's a much better record than three or four would be. We can't make December a no-accident month, but we can make it a "no-more accidents month." There are only a few days more left in 1932. With careful, safe working, we can show a big reduction over our record for 1931. Last year the total of lost-time accidents was 35; to date this year we have had only 26 accident cases losing time. That's a record to be proud of—but the year is not over yet and we've got to work more carefully than ever to keep that record.

We can do it!

CREDIT UNION MEMBERS VOTE 6% DIVIDEND

BY vote of the members, a 6% Dividend was declared at the nineteenth annual meeting of the Neponset Credit Union, held in the East Walpole Lunch Room on Wednesday, November 9th at 4:15 P. M.

Four members were re-elected to the Board of Directors, and one new member voted in. The four who were re-elected were John J. White, George E. Smith, Benjamin D. Rogers and Allen H. Russell. The new member was Raymond C. Call of the Roofing Mill.

At this meeting was also announced a decision



Marshall Meyer and Joseph Blosky,—two more Chicago Horseshoe Champions. There seems to be some doubt as to who won this point, but as this picture was taken last September, the winner has probably been decided by now!

of the Directors to reduce interest rates on loans to members. Taking effect November 1st, secured loan rates were reduced from 6% to 5%, and unsecured loans from 12% to 9%. Even with these reduced rates the Directors believe that the Credit Union will still be able to pay a fair return on the shares and savings investments, and at the same time a great many of our members who are hard pressed for money will be able to borrow at a lower rate of interest than ever before. The purpose of the Credit Union is to help its members as much as possible, and this was the reason for reducing interest rates at this time.

Savings will continue to pay 4%, compounded quarterly, and subject to change by vote of the Board of Directors.

Only twice before in the life of the Credit Union have the members voted less than a 7% Dividend. The whole question was thoroughly reviewed by the Auditing Committee and the Board of Di-

rectors, who finally recommended a 6% dividend for this year. Because of the anticipated loss in income which will be brought about by the decrease in interest rates, it was thought wise to declare only a 6% dividend this year, as a conservative policy until we found out from experience how the reduced interest charges were working out.

The sum of \$4000.00 has also been set aside, out of past years' earnings, as a reserve for possible losses on investments. We are restricted by law to the purchase of high grade securities, but even these have dropped in value so that if we were forced to sell some of them today we would take a loss. The \$4000 is a protection against this situation and makes the Credit Union stronger than ever as a place of investment.

Business has increased at the Credit Union in 1932, and continuing in the policy of helping all our members—both depositors and borrowers—we expect to see a similar increase for the year 1933.

DON'T CANCEL LIFE INSURANCE

THE following advice, clipped from "Telephone Topics" is well worth reprinting and remembering. Every holder of an insurance policy should read it.

"Don't forget that new insurance policies cost more than old ones. Regardless of what changes take place in our incomes, the last thing we should give up is our life insurance. No matter how dark and troublesome conditions may appear, we have a right to expect that the sun will shine again and that we will be able to resume our thrift programs in full. To cancel life insurance policies means that we reduce our estates and deprive our loved ones of the protection they deserve. To give up an old policy, even though we may replace it with a new one, is very likely to be a losing proposition. Let us all resolve to hang on to our insurance policies."

Don't envy the one in the position above you. Study, work, apply yourself and you'll soon be looking down at others who are still only wishing.

A recipe for happiness: Give and forgive.

ACKNOWLEDGEMENTS

We wish to extend our sincere thanks to our friends at Bird & Son for the beautiful floral tributes and for their sympathy and the kind service they rendered during our recent bereavement.

Mr. and Mrs. Granville Baker and family

We wish to thank our friends at Bird & Son, inc. for the beautiful flowers and the kind expressions of sympathy during our recent bereavement.

Agnes Hefferan and family



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	American Twins Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Improved Twin Lock	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
	Multi-Bric Siding	BIRD Insulated Bric-Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Waterdyke	Proslate Roofing,	Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Paper Mulch	Reenforced Paper	

BIRD Wall Board

NEPONSET Board, Cream White	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board		
BIRD Insuliner	BIRD Air Cell Insulating Board	BIRD Insulating Blanket	
Paroid Built-up Roof	BIRD Deadening Felt	Asphalt Felt	
Floor Dressing	Plastic Cement	Roof Coating	Asphalt Emulsions

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Tile Flooring
Economy Rugs	Economy Floor Coverings	BIRD Hall Runner
BIRD Rug Border		BIRD Lining Felt
BIRD Carpet and Rug Cushion		BIRD Saturated Felt

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper	Flower Pots	
Tack and Screw Boxes	Flower Pot Covers	Earth Bands	Plant Boxes

Special Paper Division

Standard Pressboard	—	Rocket and Torch Paper
Dry and Waterproof Felt Papers for Special Purposes		
Cable Insulating Papers		Laminated Binders' Board

BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.



{List of Bird Products on Inside Back Cover}

